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ABSTRACT

A study of the potential of using older people as aides in child welfare services involved interviews with 467 older people and 95 social work professionals in New Jersey. Focus was on relationships among individual differences such as attitudes and beliefs, potential areas of conflict between staff and the elderly volunteer, and what roles and tasks the experienced professionals felt older people could carry out. Interview schedules dealt with demographic variables such as age, sex, and race as well as with attitudes toward children, aging, and self and others. A literature review examined the problems which surround the elderly and the abusing parent. Analysis of data concentrated on the attitudes of professionals toward the concept of using the elderly in child welfare services and on the distinguishing features between elderly people who are involved in programs and those who are not, between volunteers and those who are reimbursed, and between those who are likely to volunteer or work and those who are unlikely to. Recommendations include these: (1) increase funding and available slots for elderly in such programs as Green Thumb and the Foster Grandparent Program, (2) lift programatic and income restrictions and restructure Social Security rules to allow older people to earn more money, (3) provide extensive training programs for both the elderly and for the professionals with whom they will be working, and (4) study such possibilities as involving the private sector in provision of work for the elderly, restructuring the work day, and establishing a U.S. Savings Bond series for financing work programs for older people. (Questionnaires are included.) (JT)

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UTILIZATION OF THE ELDERLY IN CHILD WELFARE SERVICES

PREPARED BY: GEORGE DANNENBERG, GERALD GIOGLIO AND ELISABETH FUCCELLO

ED176059

FINAL REPORT

GRANT No. 90-A-1023
DEPARTMENT OF HEALTH, EDUCATION & WELFARE
ADMINISTRATION ON AGING

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NEW JERSEY DEPARTMENT OF HUMAN SERVICES
DIVISION OF YOUTH AND FAMILY SERVICES
BUREAU OF RESEARCH

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Finally, a salute to the older people we interviewed, the Foster Grandparents, Retired Senior Volunteers, Green Thumb participants and residents of the State. Thanks for opening your doors and sharing your thoughts with us. We dedicate this work to you. Hopefully this piece of social science will have an impact both on current thinking in gerontology and programming in the social services.

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TABLE OF CONTENTS

CHAPTER 1

Introduction

I	The Research Strategy and Design	I - 1
II	The Problem	I - 12
III	The Purpose	I - 14
IV	Research Questions	I - 16
V	Hypotheses	I - 17
VI	Methodology	I - 17

CHAPTER 2

A Review of the Literature and New Jersey's Volunteer Programs in Child Welfare

I	Literature Review	II - 1
II	A Review of Some Current Programs in New Jersey Which Utilize Older People	II - 20

CHAPTER 3

Professional Staff

I	Demographic Overview	III - 1
II	Willingness of Professional Staff to Assign the Elderly to Work with Suggested Target Groups	III - 3
III	Sites Where Older People Could be Assigned	III - 4
IV	Volunteers/Employees	III - 7
V	Potential Problems Anticipated	III - 10
VI	Thoughts on Children	III - 12
VII	Relationship Between Staff and the Elderly Volunteers or Paid Workers	III - 14

VIII Attitudes Toward Aging and Older Workers III - 16

CHAPTER 4

Participants Versus Non-Participants

I Introduction IV - 1

II Participants and Non-Participants: A Comparison Based on Various Demographic and Attitudinal Factors IV - 11

III Participant Elderly: An Analysis of Workers and Volunteers Based on Comparisons of Various Demographic and Attitudinal Factors IV - 17

IV Participants Versus Likely Non-Participants: Multivariate Analysis IV - 27

V Summary IV - 31

CHAPTER 5

Non-Participant Elderly

I Introduction V - 1

II Categorical Variables Which Interact with the Likelihood of Non-Participant Elderly to Join Volunteer or Work Programs V - 2

III The Impact of Attitudinal Variables on the Likelihood of Non-Participants in the General Population V - 7

IV A Comparison of Participant Elderly with Non-Participant Older People Who Expressed a Likelihood to Join a Work or Volunteer Program V - 10

V Non-Participant Elderly: Multivariate Analysis V - 15

CHAPTER 6

Inter Sample Comparison of Programs Preferred: Professionals Versus Non-Participants Likely to Volunteer or Work in Child Welfare Services

I The Non-Participant Elderly Likely to Volunteer or Join a Work Program in Child Welfare Services VI - 1

II Inter Sample Comparison, Program Preferred by Professionals and Non-Participants Likely to Get Involved VI - 5

III Transferring Knowledge into Action: A Model Project for New Jersey VI - 13

CHAPTER 7

Recommendations and Conclusions

I Introduction VII - 1

II Making the Program Work: Training VII - 1

III Utilizing Senior Power: Some Programmatic Considerations VII - 7

APPENDIX A

APPENDIX B

APPENDIX C

I Attitude Scales C - 1

II Intra-Scale Clusters C - 2

BIBLIOGRAPHY

TEXT FIGURES AND TABLES

CHAPTER 1: INTRODUCTION TO THE STUDY

Table 1	Counties by Grouping	I - 24
Table 2	Population Statistics for the Sample Counties	I - 25
Table 3	The Foster Grandparent Program in New Jersey	I - 29
Table 4	The Foster Grandparent Sample by Site	I - 29
Table 5	A Breakdown of Green Thumb Participants by County	I - 30
Table 6	Professional Sample Compared with the Professional Universe by Bureau	I - 32
Table 7	Professional Sample Compared with the Professional Universe by County	I - 33
Table 8	DYFS Staff Sample Description and Comparison with Total DYFS Universe by Sex and Race	I - 34
Table 9	General Sample Description and Comparison to New Jersey's Elderly Population	I - 35

CHAPTER 2: REVIEW OF THE LITERATURE

Table 1	Older American Volunteer Programs by Number of Persons and Income Received, June 1976	II - 7
Table 2	District Offices with Volunteer Programs	II - 35
Table 3	County Welfare Boards with Volunteer Programs	II - 36

CHAPTER 3: PROFESSIONALS IN CHILD WELFARE

Table 1	Willingness of Professionals in Child Welfare to Assign Older People to Target Cases	III - 4
Table 2	Rank of Suggested Locations Where Elderly Might be Assigned	III - 6
Table 3	Rank of Other Suggested Locations Where Elderly Might Be Assigned	III - 6

Table 4	Other Suggested Target Populations That Might Be Served by the Elderly	III - 7
Table 5	Affirmative Responses to "Which Benefits Should Be Provided to Elderly Volunteers and Employees?"	III - 10
Table 6	Rank Order of Potential Problems Envisaged in Using Older People in Social Services	III - 11
Table 7	Rank of Other Potential Problems	III - 12
Table 8	Responses of Professionals as to Their Thoughts About Children	III - 14
Table 9	Responses of Professionals on How the Elderly Would Get Along With Professional Staff	III - 15
Table 10	Responses of Professionals to the Older Workers Scale	III - 16
Table 11	Responses of Professionals to the Aging Scale	III - 19
Table 12	Correlation Matrix for Total W, T Agency, R Scale 6, and R Scale 7 for Professionals in Child Welfare Services	III - 21
Table 13	Relationship Between Supervisory Status of Professionals and Whether or Not They Felt Seniors Were Qualified	III - 24
Table 14	Professional Staff Responses to Children Scale	III - 25
Figure 1	Cluster of Linked Items in the Willingness Scale	III - 20
Figure 2-7	Basic Demographics of the Professional Staff	III - 28

CHAPTER 4: PARTICIPANTS AND NON-PARTICIPANTS

Table 1	Chi Square Results of Cross-tabulations of Participant Elderly with Non-participant Elderly on the Basis of Demographic and Socio-economic Variables	IV - 35
Table 2	Chi Square Results of the Cross-tabulations of Participant Elderly with Non-participant Elderly on The Basis of Various Attitudinal Factors	IV - 36
Table 3	Chi Square Results of the Cross-tabulation dealing with the Participant Elderly, Volunteers and Workers on the Basis of Various Demographic and Socio-economic Variables	IV - 37

Table 4	Chi Square Results of the Cross-tabulation Dealing with Participant Elderly: Volunteers and Workers on the Basis of Various Attitudinal Factors	IV - 38
Table 5	Rank Order of 12 Independent Variables on the Dependent Variable "Likelihood of Joining" for Likely Participants and Non-participants	IV - 39
Table 6	Results of the Spearman Rho Tests Comparing Rank Orders of 12 Independent Variables on Likelihood of Workers, Volunteers and Non-participants	IV - 40
Table 7	Rank Order of 12 Independent Variables on The Combined Dependent Variable "Likelihood to Join" and "Willingness to Serve in Child Welfare" for Likely Participants and Non-participants	IV - 41
Table 8	Results of the Spearman Rho Test Comparing the Rank Orders of 12 Independent Variables on the Combined Dependent Variable	IV - 42
Figure 1	The Social Breakdown Syndrome	IV - 5
Figure 2	The Social Reconstruction Syndrome	IV - 6
Figure 3	Social Restructuring Syndrome	IV - 77
Figure 4	Graph Representing Age and Percentage of Participants and Non-participants. Entire Population	IV - 10
Figure 5	Comparison of Participants and Non-participants on the Basis of Various Statistically Significant Attitudinal Factors	IV - 12
Figure 6	Bar Diagram: Willingness of Participants and Non-participants to Work in Child Welfare	IV - 13
Figure 7	Bar Diagrams Representing the Willingness of Participants to Work in Child Welfare Services With a Breakdown Into Volunteer Program Participants and Worker-program Participants	IV - 22
Figure 8	A Comparison Between Volunteers and Workers on the Basis of Various Attitudinal Factors. (Only those Variables Found to be Most Significant are Illustrated.)	IV - 23

CHAPTER 5: NON-PARTICIPANT ELDERLY

Table 1	Likelihood to Work or Volunteer among Non-participants in the Entire Sample.	V - 25

Table 2	Cross-tabulation of Age and Likelihood to Volunteer among the Non-participant Elderly.	V - 26
Table 3	Cross-tabulation of Age and Likelihood of becoming involved in an Employment Program among Non-participant Elderly	V - 26
Table 4	Cross-tabulation of Race and Likelihood to Volunteer among Non-participants.	V - 27
Table 5	Cross-tabulation of Race with Likelihood to Work for Non-participant Elderly.	V - 27
Table 6	Cross-tabulation of likelihood to Volunteer with Education among Non-participant Elderly.	V - 28
Table 7	Cross-tabulation of Likelihood to Work with Education among Non-participant Elderly.	V - 28
Table 8	Cross-tabulation of Likelihood of Volunteering and Work Status of Non-participant Elderly.	V - 29
Table 9	Cross-tabulation of Likelihood of Working and the Work Status of Non-participant Elderly.	V - 29
Table 10	Cross-tabulation of the Likelihood to Volunteer and the Health of Non-participant Elderly.	V - 30
Table 11	Cross-tabulation of the Likelihood of Work and the Health of Non-participant Elderly.	V - 30
Table 12	Cross-tabulation of the Number of Times-per-week-Out and the Likelihood of Volunteering among Non-participants.	V - 31
Table 13	Cross-tabulation of the Number of Times-per-Week-Out and the Likelihood of Working among Non-participants.	V - 31
Table 14	Chi Square Statistics of the Likelihood to Volunteer and Other Non-Significant Variables among Non-participant Elderly.	V - 32
Table 15	Chi Square Statistics of the Likelihood to Work and Other Non-significant Variables among Non-participant Elderly.	V - 32
Table 16	Chi Square Results and Significance Levels of Cross-tabulation between the Likelihood to Volunteer and Attitudinal Variables among Non-participant Elderly.	V - 33
Table 17	Chi Square Results and Significance Levels of Cross Tabulations between the Likelihood to Work and Attitudinal Variables among Non-participant Elderly.	V - 34
Table 18	Rank Order by Strength of Relationships between the Likelihood to Volunteer or Work and the Attitudinal Variables.	V - 35
Table 19	Chi Square Results of Cross-tabulations of Participant Elderly with Non-participant Elderly who were Likely to Volunteer on the Basis of Attitudinal Variables.	V - 36

Table 20	Chi Square Results of the Cross-tabulations of Participant Elderly with Non-participant Elderly who were Likely to Work on the Basis of Attitudinal Variables.	V - 37
Table 21	Chi Square Results of the Cross-tabulations of Participant Elderly with Non-participant Elderly who were likely to Volunteer on the Basis of Demographic and Socio-economic Variables.	V - 38
Table 22	Chi Square Results of the Cross-tabulations of Participant Elderly with Non-participant Elderly who were Likely to Work on the Basis of Demographic and Socio-economic Variables.	V - 39
Table 23	Rank Order Determined by Stepwise Regression of 12 Independent Variables on the Likelihood to Work or Volunteer of Non-participant Elderly.	V - 40

CHAPTER 6: INTER-SAMPLE COMPARISON OF PROGRAMS PREFERRED

Table 1	Total number of Potential Volunteers and Total Number of Potential Workers among Non-participant Elderly in the General Sample.	VI - 3
Figure 1	Comparison of Willingness to Assign Older People to Various Target Populations.	VI - 6
Table 2	Comparison of Affirmative Responses to Suggested Sites Where Senior-aides might serve: DYFS Staff and Non-participants Likely to Volunteer or Work.	VI - 8
Table 3	Projected Monetary Compensation for Older Volunteers, Professionals Compared to Potential Participants.	VI - 10
Table 4	Projected Monetary Compensation for Part-time Older Workers, Professionals Compared to Potential Participants	VI - 10
Table 5	Comparison of Potential Participants and Professionals: Benefits to be Offered to Volunteers by Percentage Responding Affirmatively.	VI - 11
Table 6	Comparison of Professionals and Potential Participants: Benefits to be Offered to Workers. Rank order by Percentage Responding Affirmatively.	VI - 12
Table 7	Opinions of Potential Participants: Most Important Problems Older People would have in Providing Child Care Services.	VI - 14

CHAPTER 7: RECOMMENDATIONS AND CONCLUSIONS

Table 1	Total Wages Paid Subject to Deductions for the Social Security System, by Type of Employer.	VII - 11

APPENDIX C: CONCEPTS AMONG THE ATTITUDES OF OLDER PEOPLE

Figure 1	Cluster of Items on the Self-Others Scale by the Elderly Respondents.	C - 3
Figure 2	Cluster of Items on the Older Workers Scale by Elderly Respondents.	C - 5
Figure 3	Cluster of Items on the Aging Scale by Elderly Respondents.	C - 7
Figure 4	Cluster of Items on the Childrens Scale by Elderly Respondents.	C - 10
Figure 5	Cluster of Items on the Willingness Scale by Elderly Respondents.	C - 14
Figure 6	Cluster of Items on the Interviewer Assessment of Older Respondents.	C - 16

CHAPTER 1

THE RESEARCH STRATEGY AND DESIGN

I. INTRODUCTION

This paper is the product of a year-long effort by researchers at the New Jersey Division of Youth and Family Services. Funded by the Administration on Aging, HEW, the project's mission was to measure the possibility of utilizing older people in child welfare services. To accomplish this, older residents of the State of New Jersey as well as professionals in child welfare were interviewed. What follows is the fruit of these efforts.

We have tried to present our findings in as systematic a fashion as possible. Included in the introduction are a Definition of Terms and a summary of the entire paper. Wherever feasible, tables, figures or diagrams are used to illustrate a point. In most chapters, the figures are presented in the text with the tables grouped at the end. However, there are instances where tables are presented in the body of the text.

The Appendices A and B are examples of the questionnaires administered to the 95 professional and 467 elderly respondents in our survey. Appendix C represents the description of how variables were clustered to form new ones. Footnotes are to be found at the end of each chapter. The paper concludes with a list of recommendations which it is hoped will be considered, tested, and where appropriate, put into action.

DEFINITION OF TERMS

Ageism

A mind-set which assumes the intrinsic weaknesses of all older people but most particularly those over the age of 60. Ageist societies are usually industrial with the most blatant examples of ageism directed toward the urban poor.

Child Abuse

An act of commission involving the willful injury of a child by a caretaker. Physical assault, sexual abuse, neglect, abandonment and nutritional or emotional deprivation are included. Abuse covers all aspects of treatment to children not conducive to that child's welfare.

Child Neglect

Usually an act of omission. A more passive or negative treatment displayed by a parent's lack of care and interest.

Child Welfare

The basic level of environmental and material conditions which will promote the physical and emotional development and growth of the child. Child welfare agencies strive to promote such conditions where they are absent and may seek to improve public awareness of child welfare in an attempt to improve it.

Foster Grandparent Program (FGP)

A Federally sponsored volunteer program for older Americans. Administered by ACTION, FGP provides a stipend of $1.60-$1.95 per hour and usually a

free lunch or transportation. The Foster Grandparent Program is classified as a Worker Program in our analysis.

Entire Sample

Total sample of 467 respondents arrived at by combining respondents in the general sample (N = 395) with those in the older worker volunteer sample (N = 72). Also referred to as the Entire Population.

General Sample

Sample of 395 older residents in the State of New Jersey.

Green Thumb Program

A Federally sponsored worker program for older people over age 55 years. Green Thumb, funded by the Department of Labor, pays its participants minumum wage.

Lay Therapist or Paraprofessional

A person trained to work in the social services usually lacking professional, or academic qualifications. They provide personal and/or support services to those deemed in need by social service agencies. Also termed social service aides and parent aides at some points in this report.

Likely Participants

The entire population surveyed can be viewed as either non-participants or participants. Among the non-participants were those who expressed an interest in joining a volunteer or worker program in child welfare services. Also referred to as potential participants.

Minor Civil Divisions

The primary political or administrative subdivisions of counties established by state law.

Non-Participants

Those older persons not involved in a worker or volunteer effort at the time of the interview.

Older People, Older Americans, The Elderly

Operationally defined, for the purposes of this study, as that section of the population between 60 and 80 years of age.

Older Worker-Volunteer Sample

Seventy-two respondents drawn in a special sample of older people enrolled in a federal worker or federal volunteer program. Fourteen members of this sample were not active at the time of the interview and were categorized as non-participants.

Parent Aides

See: Lay Therapist

Participants

Any older person involved in any volunteer or federal worker program at the time of the interview. When the entire sample is analyzed this group includes the older worker-volunteer sample.

Potential Participants

See: Likely Participants

RSVP

A federally sponsored volunteer program for those over 55 offering no financial remuneration. Depending on the locale a free meal or free transportation to the work site might be offered.

Social Service Aides

See: Lay Therapist

SPAN

Originally the Senior Parent Aide Network, SPAN now stands for the Special Parent Aide Network. This program seeks to utilize the skills and experience of men and women in the community, especially those over 55. SPAN participants provide parenting models to families prone to child abuse and neglect. Individuals receive no financial reimbursement but are provided with transportation where none is available.

Volunteer

A person who gives his or her time in the service of others, receiving no financial compensation for this activity.

Voluntarism

A means by which citizens can offer their services to an individual or group for no financial reward. Providing help to others while deriving a personal sense of satisfaction from this activity.

Worker

Operationally defined in this study as a member of a federal older worker program, i.e., Green Thumb, and members of the Foster Grandparent Program.

Summary

This study represents a detailed discussion of the possibilities and potential of using older people as aides in child welfare services. Results are based on interviews administered to 467 older people in the State of New Jersey and 95 professionals working for the Division of Youth and Family Services, Department of Human Services.

The First chapter concerns itself with a discussion of the limitations of previous research as it relates to the concept of work and volunteer activity for the elderly. Previous studies have failed to investigate the relationships among individual differences such as attitudes and beliefs and also the manner in which volunteer options could be altered to suit the needs and preferences of subgroups such as the elderly. This study attempts to include such omissions into the body of its research. We were also eager to investigate any potential areas of conflict between staff and the elderly volunteer, and what roles and tasks the experienced professionals felt older people could carry out.

Three populations were studied: professional respondents randomly selected from the DYFS staff, a general sample of older people aged 60-80 selected from six counties in New Jersey, and a sample of those older people already involved in federal worker or volunteer programs.

The interview schedule dealt with demographic variables such as age, sex, and race as well as attitudinal variables which project staff felt to be important to our investigation. Such variables included attitudes toward children, aging, and self and others. (Chapter one also discusses repre-

sentativeness of the samples and procedures by which they were drawn.)

The discussion in Chapter 2 is concerned with the status of current literature on problems which surround the elderly and the abusing parent. This study contends that there is potential for interfacing the problems experienced by these two populations so that each might benefit from the opportunity to work with the other.

Over 3 million older Americans live below the poverty level; many would work if jobs were available. However, discriminatory hiring practices all too often force seniors to withdraw from mainstream society. A review of the literature indicates the increasing use and reliance on the paraprofessional to perform certain tasks in child welfare services. Existing programs in New Jersey indicate the effectiveness of using older people as parent aides in instances of child abuse and neglect.

The need for innovative approaches to the problem of child abuse and neglect is clear when we observe the ever-increasing caseload social workers have to deal with. The social service agencies must change rapidly to meet the equally rapid changes faced by the American family. It is our contention that the utilization of the elderly might be a small step in the right direction.

Chapter 3 focuses on the attitudes of professionals towards the concept of using the elderly in child welfare services. While being generally enthusiastic about the concept, professionals did voice some concern over certain issues. Administrators would do well to take note of such concerns before implementing any program using paraprofessionals. Professionals were anxious that the elderly be trained and supervised by a central person so that no duties and

responsibilities be added to an already overburdened staff. Doubt was expressed over the possibilities of mixing clients and elderly workers from differing ethnic backgrounds. Some caseworkers also expressed some sentiments of job threat, i.e., some felt that older people might be used as strike-breakers in the event of a job action by professionals. On the other hand, an overwhelming majority did not perceive seniors as an actual threat to their jobs.

Professionals were sensitive to many of the problems facing the elderly and were in favor of work programs which would take such problems into account. Transportation should be provided for volunteers lacking private means, with older people allowed to earn money without a decrease in their social security payments.

Based on our findings, however, it would be appropriate if some orientation to aging be given professionals before the implementation of any program utilizing the elderly. Caseworkers were enthusiastic but not to the same degree as were casework supervisors; some caseworkers expressed less than favorable attitudes toward aging and working with older people. These attitudes might be improved through increased orientation about, and interaction with, older people. On the whole, however, generally positive attitudes toward aging were expressed by these caseworkers.

In Chapter 4 the distinguishing features between participants and non-participants are considered. The study was also able to make some distinctions between volunteers and workers within the participant group. Unfortunately, the sample size of elderly workers already in federal worker programs was too small to be able to draw any generalizable conclusions. Also, due to the lack of research in the area, a need is seen

for deeper study into the differences between volunteers and workers. There is a dearth of literature on the extrinsic or intrinsic rewards which accrue to individuals as a result of working or volunteering. This study found that participants and non-participants differed most significantly in their age, health and educational status. Attitudinally, participants were more tolerant and understanding of other peoples' idiosyncracies and more flexible in their opinions.

Volunteers and workers differed significantly in education and race. Most volunteers were white with greater numbers of them having completed college. Workers were more willing to take on the especially demanding tasks of child welfare, were more prone to physical forms of punishment and more authoritarian in their approach to disciplining children than were volunteers.

Chapter 5 concentrates on the non-participant elderly in our sample and the distinguishing features which emerge when comparing non-participants who were likely to volunteer or work (potential participants) and non-participants who were unlikely. It was found that in order to participate, likely volunteers would need a stipend of at least as much as that offered by the Foster Grandparents Program; potential workers would need at least minimum wage. Likely non-participants had much more in common with those elderly currently participating than with their non-participant peers. This is true, particularly in regard to their willingness to work with dysfunctional children and their attitudes towards social engagement and isolation.

Criticism is levelled here at the volunteer programs. It was found that current volunteers had achieved significantly higher levels of education than did those non-participants who expressed an interest in volunteering. Education, though, did not distinguish between non-participants who were likely to work and current workers. Attention must be focused at the recruiting methods used by programs under the Older Americans Act, with their emphasis on print media. Such methods tend to attract better educated older persons and the bias is increased when we recognize that some recruitment is carried on by current participants attracting their friends. Education is felt to have little to do with the success of a senior to function in child welfare services.

In Chapter 6 we reported on those non-participant older people in the general sample who were likely to join a work or volunteer program. These potential participants were then isolated and their opinions on child welfare programs were compared to those advanced by the professional staff. Our data indicate that 24.5% of the state's non-participant elderly would join a worker or volunteer program in social services if opportunities were available and their terms and conditions of service were met. This translates to over 160,000 seniors who could either be put to work or utilized as volunteers in child welfare services; over five million potential participants exist nationwide.

When comparing the opinions of professionals to those of the potential volunteers and workers, we find that each favors flexible programs which meet the needs of the clients and older people. Some form of remuneration is called for by all three groups. Various benefits, such as free transportation, are also recommended by all, although the rank order of importance differs depending on the type of program being discussed.

Also described here is the planned "Senior Social Service Aides Project," a demonstration effort based on knowledge generated by this study.

The final chapter consists of specific recommendations directed at those who might develop programs which utilize the elderly. These recommendations are listed below:

1. Utilize and expand the functions of the existing bureaucracy. Increase the funding and available slots for the elderly in programs such as CETA, Green Thumb, Foster Grandparent Program, RSVP.

2. Lift the programatic and income restrictions of the various programs.

3. Restructure rules within the Social Security System to allow older people to earn more money.

4. Provide an extensive training program for both the elderly and for the professionals with whom they will be working.

5. Provide a transportation system for use by those involved in a volunteer program.

6. Provide some form of financial compensation for both older workers and volunteers.

7. Assess the feasibility of creating new or expanding existing sources of funding for programs that would be implemented on a nationwide scale. Suggested areas of study would include but are not limited to the following possibilities:

   a) Involving the private sector in the provision of work for the elderly through incentives to hire, subsidized employment, and increased payments to the Social Security Administration for the creation of a "Fund for Jobs;"

   b) Restructuring the work day and redistributing the work to enable those with special problems or commitments to participate in the work force;

   c) Investigating the possibilities of establishing mixed corporations owned by both public and private sectors, which would employ older workers and other groups with high levels of unemployment;

   d) Establishing a new series of U. S. Savings Bonds, the proceeds from which would be used to finance work programs for older people.

II. The Problem

The underutilization of the elderly, in all fields, is a national problem. There are literally millions of economically disadvantaged and employable older adults (55 and over) in the United States. It is thought that many of these people would work or volunteer if given the opportunity. Unfortunately, large numbers are forced to retire because of lack of jobs and age discrimination. The retired, of course, are not counted as unemployed by the Bureau of Labor Statistics. Nevertheless, the mean term of unemployment for people over the age of 55 is significant; in fact, it is higher than for any other age group. (Over 20 weeks for males and 18 weeks for females.) Those 65 and over have a mean term of unemployment of over 24 weeks for both sexes.

Despite this, in 1976 all the major federal Older Worker Employment Programs, Title IX of the Older Americans Act, the Comprehensive Employment and Training Administration (CETA) (Titles I, II and III) and Title X Job Opportunities Program, provided paying jobs for only 38,000 seniors. Volunteer programs under ACTION (the Foster Grandparent Program and the Retired Senior Volunteer Program) made available less than 200,000 slots for both unpaid volunteers and those paid a small stipend. Thus, despite some government recognition, masses of older Americans continue to be both economically disadvantaged and underutilized in our society

The thrust of these programs and others like them has been to keep older people active, to utilize their expertise and experience in order to serve the community and to provide meaningful, socially useful and uplifting activity. Some of the existing programs place seniors in positions at institutions where mantally retarded children are living or being cared for.

In spite of the availability of numerous programs,[1] and the increased participation of the elderly and other groups (blue collar workers, youth) in volunteer work[2], in-depth research in this area is lacking.

In the words of R.N. Butler:

> "...It would be of practical value to ascertain how many elderly there are now unemployed who meet the following criteria: (1) adequate mental and physical health, (2) occupational competence, (3) desire to return to work..."[3]

There exists very limited information regarding the roles, conditions of participation, and personality factors which can act as detractors or promoters of volunteer work; nor have there been serious attempts to differentiate between the various types of participants.

The most commonly accepted correlates with voluntarism among the elderly are - sex, education, income, socio-economic status.[4] It has also been reported that rates are higher for whites than blacks,[5] and that while decreasing with age, some degree of participation continues for the population. 80 and over. However, other studies have not concurred with these findings.[6]

Previous research has discussed the roles of elderly volunteers in terms of the categories in which they serve. We know, for example, that among volunteer elderly, 23% are in health fields, 17% are in socio-psychological support, and 15% are found in family, youth and child-oriented services.[7] Of much more importance are the tasks performed. Are they goal oriented or busy-work? Are the volunteers integral parts of the organization performing needed tasks or individuals whiling away their own time and contributing minimally to the areas in which they serve?

The few existing studies of some interest suffer from recognized limitations. Available studies tend to address themselves merely to a "general voluntaristic intent".[8] Common patterns which have emerged from these studies indicate that voluntarism is positively related to an outward looking and self-transcendent personality, and that it is positively associated with socio-communal interests and interest in organized activities.

Carp[9] offers the interesting observation that paid rather than unpaid work is more highly considered and directly related to improved morale. This offers fertile ground for investigation; specifically, what inducements or incentives can be offered to increase participation?

III. Purpose

Those issues not adequately studied include, but are not limited to the following:

1. The need to clarify the relationships among individual differences such as attitudes, beliefs, values, and life satisfaction.

2. Regarding voluntarism, the question clearly relates to the type of involvement appropriate for particular individuals and/or groups.

3. Thus far little has been done to investigate the manner in which volunteer options could be altered to suit the needs and preferences of those subgroups presently excluded or underrepresented.

The above issues are reflected in parallel methodological problems. Variables such as "voluntarism" are often treated as unitary phenomena, rather than broad concepts including widely differing components. The aged themselves are treated as a homogeneous group. There is bias in terms of demographic and socio-economic variables in the populations previously studied and results cannot be assumed to be generalizable among the entire aged population.

This study represents a serious attempt to elucidate some of the above issues. These are explored and differentiated in relation to subgroups of the elderly as well as the elderly as a whole. It focuses on those needs of the elderly which can or cannot be fulfilled by volunteer roles; the activities which suit those needs; the supporting mechanisms which must be developed to facilitate involvement; and the variations among the elderly themselves as they are relevant to volunteer or part-time paid activities in child welfare services.

The focus of the study was also directed to some of the potential users of volunteer services, in this case, child service agencies. Thus development of suitable roles and tasks will be limited to the child welfare field, and references to willingness to volunteer or work are specific to social services. To consider the entire spectrum of possible volunteer or part-time paid activities is far beyond the scope of one study. The child welfare field was judged to be of sufficient breadth to offer a wide variety of roles and tasks and is in urgent need of increased personnel. It is also the area of expertise and of direct concern to the host agency, the New Jersey Division of Youth and Family Services, (DYFS).

The choice was also validated with the recognized need of offering alternative patterns of involvement to the non-traditional volunteer. In the past, many age-homogeneous organizations, such as senior citizen centers, have not succeeded in attracting those groups of the elderly who are viewed as the most needy - minorities, the low-income aged. It is consistent with our perspective to view involvement with child welfare services as an alternative area of activity which may prove attractive to categories of the aged disinclined to participate in other activities.

The research design entailed in-depth interviewing of a representative sample of older state residents, a sub-sample of members of existing older worker or volunteer programs, and a sample of child welfare personnel working for DYFS. Throughout the remainder of the test, these samples will be identified as follows: a) "General Sample" (representative sample of older New Jersey residents, N=395); b) "Older Worker-Volunteer Sample" (members of existing older worker or volunteer programs, N=72); c) "Staff Sample" (professional child welfare personnel, N=95). For further clarification see Definition of Terms, p. I-2. Very generally, the interview schedules covered a number of topics: attitudes, beliefs, preferences, needs and experiences in relation to the utilization of the elderly in child welfare services. A scale assessing interview behavior was used with the elderly samples.

IV. Research Questions

The following research questions were explored in this study:

1. What skills, attitudes, or experiences among subgroups of older people would facilitate their effectiveness as volunteers?
2. What subgroups are most interested in and would benefit from participating in child welfare services?
3. What are the conditions which would stimulate the interest and participation of the aged such as; type of involvement, work roles, training and remuneration?
4. What are the potential areas of conflict between staff and the elderly volunteers, such as attitudinal resistance and role problems?
5. What are the roles and tasks which, in the opinion and experience of child welfare personnel, could be usefully performed by older volunteers?

6. What other problems are perceived by child welfare personnel and the elderly in using older volunteers?
7. Will child welfare services represent an alternative structure which would facilitate the involvement of subgroups of the elderly not usually active?

V. Hypotheses

The review of the literature has suggested the following hypotheses:

1. Voluntarism is positively related to an outward-looking and self-transcendent personality.
2. Voluntarism is positively related with socio-communal interests and interest in organized activities.
3. The willingness to participate will be directly related to age, income and education.
4. The willingness to participate in work programs will be directly related to the personal needs of the elderly in terms of wages. However, there will be no relationship between willingness to volunteer and amount of personal expenses needed.
5. Supervisors will be more willing to use older volunteers than will the workers in child welfare.
6. Among the elderly, race will be found to relate to willingness to volunteer and/or work in child welfare.

VI. Methodology

The respondents were interviewed on a one-to-one basis with an instrument developed and pilot-tested by the project staff during the fall of 1977. The child welfare personnel sample was interviewed by project staff using the instrument appearing in Appendix A. The interview took approximately 30 minutes to complete.

Among the variables measured were demographics such as: age, sex, race, marital status, and number of children in the family. Socio-economic factors were also measured, including: income, education, job title, residence, and neighborhood by class.

Additionally, the respondents were queried on their attitudes toward aging, older workers, children, and the perceived relationship they felt would exist between staff and the elderly. Each of these variables was measured using a 5-point Likert-type scale. Statements were read aloud to the respondents who would indicate their level of agreement with the statement. These responses could range from "strongly agree" to "strongly disagree" with an "unsure" category in the middle.

The respondents were also asked how willing they would be to allow the elderly to work with six suggested target populations. They could respond on a 5 point scale ranging from "willing", to "not willing at all". The target populations included: a young child, a welfare child, a teenager, a delinquent, a victim of abuse or neglect, and a handicapped child. In the elderly samples, the handicapped category was further differentiated to distinguish between physically and mentally handicapped.

The professionals were also asked to determine what they felt were potential problems involved in utilizing the elderly, and the possible sites at which they could serve. Among the other measures were the assessment of what they felt older volunteers or workers should receive in compensation and in benefits, as well as how many hours each week they felt the elderly could contribute.

Attitude Scales

Where possible, standardized and tested attitude scales were used. The project staff drew many of the items used in these scales from existing scales published in several sources.

Attitudes Toward Aging

Nine of the 11 items in the Attitudes Toward Aging Scale were adapted from Kogan's Old People's scale.[10] Kogan's original scale contained 34 items, 17 positive and 17 negative. Of the 9 items selected from this scale, 5 were positive and 4 were negative.

Two items, one negative and one positive, were added. They can be seen in Appendix A, question 39, items 9 and 11 respectively.

Kogan reported a correlation of item scores with total score ranging between .19 and .70. In this study item scores correlated between .23 and .46 with the total score.[11]

Kogan reported split-half reliability correlations of .66 to .83. Split-half reliability of the present instrument was .86.

Content validity was established through the process by which the scale was created. This included evaluation by the staff of the Division on Aging and pilot testing the scale on samples of older people and child welfare personnel.

Kogan reported significant correlations between the scores on this scale and the attitudes toward ethnic minorities and physically disabled groups.[12]

The Attitude Toward Aging scale used in the present study correlated at .27, significant at the .01 level, with the Attitude Toward Older Workers discussed below.

Attitudes Toward Older Workers

Kirchner modified an earlier scale into 24 items designed to measure the attitude toward the employment of older people on the part of psychologists, supervisory trainees, personnel workers and vocational guidance workers.[13] Eight items were selected from Kirchner's scale for use in the present study. One other item, Appendix A, question 38, item 10 was added.

Kirchner reported a split-half reliability of .90.[14] The split-half reliability in this study was .86.

In terms of validity the Kirchner scale distinguished between younger and older workers, with the older people favoring the hiring of older workers. In pilot testing for the present study, the shortened scale was found to differentiate between younger and older staff and between professionals who worked with the elderly and those who did not.

Shortening of the scale also permitted the extraction of several irrelevant items from Kirchner's original, thus strengthening content validity.

Attitudes Toward Self and Others

Berger developed a 64 item scale designed to measure the acceptance of Self and Others. Nine of these items were selected and modified for use in the present study.[15]

Berger reported a split-half reliability of .89 or more, while split-half reliability of .82 was obtained in the present study.

Berger had found that his instrument successfully distinguished between stutterers and non-stutterers as well as matched samples of prisoners and college students. The shortened version of the Self-Other Scale used in the present scale distinguished between participant and non-participant elderly in pilot tests at the .05 level of significance.

Attitudes Toward Children

The twelve items in the Attitudes toward Children scale, see Appendix A, question 33, were constructed and modified by staff from a careful reading of the related literature and consultation with experts in the field of child welfare.

At the initial stage of pilot testing the scale contained 20 items. These were combined or modified according to the results of the pilot tests.

The total score was found to distinguish between Foster Grandparents, who work with handicapped children in institutions, and older people randomly drawn from a Title VII Nutrition site during the pilot testing.

The correlations between the 12 items and the total score ranged from .14 to .54. Split-half reliability yeilded a correlation of .81.

As a measure of validity the total attitudes toward children score correlated at .52, with the willingness on the part of the elderly to work with target groups of children.

Role Scale

The role scale or staff assessment, see Appendix B, question 16, consisted of 12 items. The scale was administered to participant elderly (i.e., volunteers and workers) and to child welfare personnel. It was designed to measure the relationship of participant elderly to staff with which they currently serve and to determine the impact that these relationships might have on the continued involvement of these older people. In the case of child welfare personnel, this scale was redesigned to predict how the staff might react to the establishment of a program utilizing the elderly in child welfare services, see Appendix A, question 32.

In terms of analysis, the Role Scale was never used in toto. Only 8 of the items correlated with the total score at .27 to .63, while the other 4 items correlated with the total score at only .01 to .07 which would indicate that they were, in fact, measuring different concepts. Attitudinal concepts which could be isolated were used either as controls or independent variables.

Willingness Scale

Elderly respondents were asked their willingness to work (on a 5 point scale ranging from very willing to not willing at all) with seven target populations. A similar question was asked of professionals in child welfare, with the exception that only six target groups were selected. The additional target population cited for the elderly was a breakdown of handicapped to physically and mentally handicapped children (see Appendices A and B, questions 27 and 34 respectively.

The split-half reliability correlation for the elderly sample was .51 and .78 for professionals.

As a measure of validity, the total willingness score correlated with the attitude toward children at .53 and with the likelihood to become involved in child welfare at .41, for the elderly respondents.

Interviewer Assessment

Finally, a 5 item interviewer assessment of the elderly population was performed by the interviewers. The scale, which appears in Appendix B, question 71A, consisted of 5 dichotomies with 5 points between each. For example, the first of these were the opposite terms, trusting and suspicious. Thus a subject could be rated as very trusting, somewhat trusting, somewhat suspicious, very suspicious, with an unsure category in the middle.

It was felt this assessment might be related to how these subjects would react on a job interview. However, since the interviewers in this case were all middle-aged women of similar socio-economic background and since no attempt was made to check inter-coder reliability, the value of this scale is limited. Given these conditions, the split-half reliability correlation between items was .88.

In terms of validity, the scale did correlate with self-confidence at .36.

VII. Sampling of Elderly Subjects in the General Population

Mention should be made of the manner in which the respondents were selected to take part in our study. Several indicators were used to determine the counties from which the sample of 395 elderly would be drawn. These indicators include:

1. Population
2. Poverty Population
3. Population aged 18 and under

4. Population of people 60 and over

5. Division of Youth and Family Services Caseload

6. Ratio of Elderly to DYFS Caseload.

Table 1 shows the results of a median split of each of these indicators. The results provided three groupings of counties. Group 1 included those counties which were high in need, i.e. ranked above the median on indicators 1 through 5. Group 2 included those counties which were high in potential success, i.e. a ratio of elderly to abuse and neglect cases which exceeded 26/1. Group 3, "balance of state" included counties not included in groups 1 and 2.

TABLE 1

COUNTIES BY GROUPING

Group 1 Counties High in Need	Group 2 Counties High in Potential (Excluding Those High in Need)	Group 3 Balance of State
Camden	Atlantic	Sussex
Essex	Cumberland	Mercer
Hudson	Cape May	Gloucester
Middlesex	Morris	Burlington
Monmouth	Ocean	Hunterdon
Passaic	Somerset	Salem
Union	Warren	
Bergen		

Seven counties were then drawn from the groups on the following basis. Three counties were selected from Groups 1 and 2 and one was selected from Group 3.

These selections were made randomly and by assigning each county in each group a number by consulting a table of random digits. After the last number was

assigned, the next numbered pair was used to determine starting point and interval in Groups 1 and 2. In Group 3, the random number was used to select the county to be included in the sample.

This procedure yielded seven counties from which the general sample of 400 elderly subjects were to be drawn. These counties were: Essex, Hudson, and Camden in Group 1, Cape May, Atlantic and Cumberland in Group 2, and Mercer in Group 3.

Table 2 illustrates the results of the population statistics of the sample counties. The elderly make up 16.1% of the total population of these counties. This is a greater percentage than the statewide percentage of 15.2% and indicates that these are high needs counties.

TABLE 2

Population Statistics for the Sample Counties

Counties	Total Population	Population 60 & Over	Percentage 60+ Population
Essex	885,300	139,500	15.8
Hudson	582,800	97,900	16.8
Camden	477,000	64,600	13.5
Cape May	72,100	20,000	27.8
Atlantic	189,800	40,800	21.5
Cumberland	132,900	19,400	14.6
Mercer	320,500	46,400	14.5
TOTAL	2,660,400	428,600	16.1

The primary technical problem was to design a sample that would obtain interviews in the population of interest (all those between the ages of 60 and 80 in seven specified counties) distributed so that they reasonably approximated

the actual population distribution of the counties. The two counties with the smallest numbers of elderly were each assigned forty respondents and the remaining counties were assigned numbers of respondents proportionate to the size of the elderly population in that county. Such a distribution enabled more effective individual county analysis.

In other words, conducting an equal number of interviews in each county necessitated excessive weighting of some county interviews to achieve a final result which could be projected to the total population of all counties.

The following sample distribution was followed:

Atlantic	55
Camden	55
Cape May	40
Cumberland	40
Essex	90
Hudson	75
Mercer	55
	410

An aerial probability sample in each of the seven specified counties was developed. Eighty start points were selected. At each, five interviews of respondents between 60 and 80 were conducted, along with the neccessary number of screening interviews which eliminated households with no elderly persons.

The actual sample implementation treated each county separately. Within each of the seven counties, the minor civil divisions were arrayed alphabetically. Systematic random sampling based on the elderly population of

each Minor Civil Division (MCD) was used to select as many MCD's as required in each county to obtain the proper number of start points. Tracts or census places within the selected MCDs were selected in the same way. All census tracts within a designated MCD were arrayed numerically (or census places arrayed alphabetically) and one or more selected with a probability proportional to its population.

The final sampling stage was to select start points within each census tract or area. Where block statistics existed, blocks with a probability proportional to population were selected and then a point on the block was used as a starting point for interviewing. In other cases, points within the census tracts or areas were randomly selected.

No appointments were made but the initial call, if unsuccessful, was followed by three call-backs. The call-backs were distributed throughout the day and across the days of the week to ensure reaching all eligible respondents.

The interviewers were middle-aged women and each interviewer's work was validated at least once.

VIII. Sample of Workers - Volunteers

A sub-sample of older people enrolled in existing Federal Older Worker or Older American Volunteer Programs was also drawn. This additional sample of Green Thumb and Foster Grandparent or Retired Senior Volunteer Program participants enabled us to get an overview of older people actively involved in part-time volunteer or work activities.

Foster Grandparents

There were, at the time of this study, approximately 270 Foster Grandparents at 9 sites in New Jersey in projects administered under the Division of Mental Retardation (DMR). The DMR also administered 11 day training centers which had a cumulative total of 40 Foster Grandparents. Another 139 Foster Grandparents were administered in 6 projects under the auspices of Atlantic Human Resources, Inc. As Table 3 demonstrates, the total number of Foster Grandparents statewide, at the time the study was conducted, was 449.

A sample of 30 Foster Grandparents was drawn from this universe by using the following procedures:

a) First the number of Foster Grandparents at each facility was determined. Ten percent of that total was selected as the maximum number of people who might possibly interviewed at a particular institution.

b) The facilities were then randomly selected and grouped in the following manner for the final selection of respondents:

1. Day Care Centers (3 Units)
2. Training Centers (3 Units)
3. Board of Education (1 Unit)
4. DMR Facilities (6 Units)

Table 3 depicts the distribution of the 30 sampled Foster Grandparents. The sample size indicated in Table 4 was randomly selected from the list of those attending the site.

TABLE 3

THE FOSTER GRANDPARENT PROGRAM IN NEW JERSEY

Division of Mental Retardation

Sites	Number
North Jersey Training School	25
Woodbridge State School	75
E R Johnstone Research & Training	10
New Lisbon State School	25
Marlboro State Hospital	5
Hunterdon State School	50
Vineland State School	70
Woodbine State School	10
Day Training Centers (11)	40

Atlantic Human Resources, Inc.

Sites	
Woodbine State School	55
Atlantic City Board of Education	44
Ancora Psychiatric Hospital (Children's Ward)	15
School House Day Care	5
Shiloh Preschool	10
DYFS Day Care	10
	449

TABLE 4

FOSTER GRANDPARENT SAMPLE BY SITE

Sites	Number
DYFS Day Care	1
E R Johnstone Research and Training	1
Day Training Centers	4
Ancora Psychiatric Hospital	1
Hunterdon	5
Woodbine	7
Vineland	7
Atlantic City Board of Education	4
	30

Retired Senior Volunteer Program

The Retired Senior Volunteer Program had approximately 5,700 participants in 17 counties throughout New Jersey. The four counties which were not represented included: Hunterdon, Somerset, Ocean and Salem. However, none of these latter fell within our universe.

Lists of all participants were collected from County Program Directors. Unfortunately, a lack of cooperation was encountered on the part of county and state sponsors. This required the selection of a sample from the three counties which provided lists of participants. Ten respondents each were picked from lists provided by Cumberland, Essex and Hudson Counties.

Green Thumb

There were 700 older workers involved in the Green Thumb program during the time this study was being conducted. The program was in effect in 20 of New Jersey's 21 counties, Essex being the only county not involved in the program.

The random sample was obtained by acquiring lists of all participants in our counties of interest - random numbers were assigned and a sample of 30 respondents was picked for this universe.

The Green Thumb participants were widely dispersed geographically, thus Table 5 presents a general breakdown of their location by county only.

TABLE 5

Atlantic	7
Camden	2
Cape May	11
Cumberland	5
Hudson	2
Mercer	3
	30

Interviewers experienced some difficulty in reaching those respondents drawn from the Green Thumb, RSVP and Foster Grandparent population. There seems to be considerable turnover of volunteers and workers and the lists provided by the various administrators were not as current as would have been desirable. In instances where the potential respondent had for one reason or another dropped out of the program, the next name on the list was selected. Out of a projected universe of 90 respondents, the completion rate was 80% or 72 respondents interviewed for this sub-sample.

IX. Sample of Professionals in Child Welfare

A total of 95 professionals employed by the New Jersey Division of Youth and Family Services were surveyed during the period of November to December, 1977. Drawn from an original sample of 105 possible respondents, the final figure represented a 90% completion rate. The following procedures were used to draw the final sample which represents staff at both the Division's Central Office in Trenton and various County District Offices throughout the State.

Central Office Staff

Bureaus within the Division of Youth and Family Services* were identified which directly administered those child welfare services provided by the County District Offices. These included: Day Care, which oversees the state-operated or Title XX-funded day care center services; Residential Services, which makes available residential placement resources, including group care homes, drug treatment centers and various state and private diagnostic or psychiatric hospitals for children who require such care; Resource Development, which trains foster parents and places children in foster homes; and Family Services, which administers case-work activity in general. Table 6 lists the Bureaus, the number of individuals in this universe and the number chosen to be sampled. This final number represents approximately 20% of the total universe.

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* It should be noted that DYFS was reorganized following the research phase of this study and some units have been reconstituted.

TABLE 6

PROFESSIONAL SAMPLE COMPARED WITH
PROFESSIONAL UNIVERSE BY BUREAU

Bureau	Total Universe		Sample	
	n	%	n	%
Family Services	57	39%	11	36.5%
Day Care	25	17%	5	16.5%
Residential Services	48	33%	10	33.5%
Resource Development	17	11%	4	13.5%
	147	100%	30	100.0%

Each potential respondent in the four bureaus was assigned a number. Final determination of those interviewed was accomplished through the use of a table of random numbers. In those few cases where clerical help was selected, the next professional employee listed was chosen in place of the clericals.

A few of the staff members originally chosen had to be replaced for various reasons (on leave, no longer employed, etc.). In these cases, the next professional employee available in our sample was chosen in place of the person originally selected. Nevertheless, as mentioned above, a few interviews were not conducted, giving us a slightly less than perfect completion rate.

Sample of DYFS District Office Employees

The following procedures were used to draw a sample of 75 staff members employed at the District Offices of the Division of Youth and Family Services. First, we obtained lists of staff from the 7 counties which had been selected to draw the sample of the general population.

A random starting point was selected from a table of random numbers and a systematic sample was drawn by selecting names at an interval of 1/10. This procedure was utilized for each of the counties separately in order to obtain a truly representative sample.

Table 7 identifies these counties, the number of individuals in this universe and the number chosen to be sampled which represent approximately 10% of the total universe.

TABLE 7

PROFESSIONAL SAMPLE COMPARED WITH
TOTAL PROFESSIONAL UNIVERSE BY COUNTY

Counties	Total Universe		Sample	
	n	%	n	%
Cape May	9	1.5	1	1.3
Hudson	153	21.5	15	20.0
Camden	106	15.0	11	14.7
Cumberland	53	7.5	5	7.0
Atlantic	60	8.0	6	8.0
Mercer	68	8.5	7	9.0
Essex	276	38.0	30	40.0
	725	100.0	75	100.0

Representativeness of the Samples

Tables 8 and 9 present a comparison of the staff and general samples to their respective universes on the basis of selected variables. No statistical tests were run, as the percentage comparisons are close enough to demonstrate representativeness in almost all respects. The exceptions are found in Table 9 (the elderly sample description) in income and education. Here we find that older people with incomes over $6,000 are underrepresented in the

sample. Also, the percentage of respondents with only an elementary education is somewhat less than the actual figure statewide.

In other words, respondents tended to be poorer, yet somewhat better educated than their peers among the total universe of New Jersey's older population. Note though, that these comparisons are based on the latest available census report for New Jersey carried out in 1970, almost ten years earlier than this study, which might account for the discrepancies in education. Furthermore, since the survey was carried out during the day, those earning more than $6,000 a year might very well have been out of the house at work during the time of our survey.

TABLE 8

DYFS STAFF SAMPLE DESCRIPTION AND COMPARISON WITH TOTAL DYFS UNIVERSE BY SEX AND RACE

	Total DYFS Universe	% of DYFS Universe	Sample	% of Sample
	N=2,782		N=95	
Total Female Employee Population	2,028	73%	64	67%
Total Male Population	754	27%	31	32%
Total White Population	1,919	69%	68	71%
Total Non-White Population	853	30%	27	28%

Statistics on DYFS employees provided by the Bureau of Management Reporting.

TABLE 9

GENERAL SAMPLE DESCRIPTION AND COMPARISON
TO NEW JERSEY'S ELDERLY POPULATION*

Population	Total N.J. Universe	% of Total Universe	Sample Universe	% of Sample
Total Elderly Population 60-80 years of age	888,593		395	
Total Female Elderly Population 60-80 years of age	499,287	56%	242	62%
Total Male Elderly Population 60-80 years of age	389,306	44%	150	38%
Total White Elderly Population 60-80 years of age	829,431	93%	348	89%
Total Non-White Elderly Population 60-80 years of age	59,162	7%	41	10%
Income				
Population over 60 years of age with income of $6,000 or more	599,643	67%	174	45%
Population over 60 years of age with income of $5,999 or less	300,169	33%	213	55%
Education				
Population over 60 years of age having completed elementary school	534,364	52%	154	39%
Population over 60 years of age having completed high school	318,358	31%	158	40%
Population over 60 years of age having completed college	112,503	11%	42	16%

*Statistics on New Jersey's Elderly Population are all taken from Detailed Characteristics, New Jersey, 1970 Census of Population.

Sample universe figures represent less than 100% due to missing data.

FOOTNOTES - CHAPTER 1

1. As an example, the National Council of Senior Citizens has a list of over 3,000 clubs and associations of senior citizens. Many of these engage in volunteer activities. See E. Virginia Beverly, "The Double-Barreled Impact of Volunteer Service," Geriatrics, 30 (1975): 132 ff.

2. See U.S. Department of Labor/Manpower Administration, Americans Volunteer, Manpower/Automation Research Monograph No. 10, (ACTION, Washington, DC, 1969) p. 1.

3. Robert N. Butler, Why Survive? Being Old in America, (New York: Harper and Row, 1975), p. 101.

4. Though rates vary depending on the time of research and on the definitions utilized, these general statements are supported by studies such as (1) U.S. Department of Labor/Manpower Administration, pp. 6-9; and (2) Louis Harris and Associates, The Myth and Reality of Aging in America, (National Council on Aging, Inc., 1975), pp. 94-95.

5. Louis Harris and Associates, p. 95. This discrepancy is thought to reflect the smaller proportion of the latter in the groups most likely to volunteer; differences are therefore expected to disappear when socio-economic status is controlled.

6. See for example J. Sainer and M. Zander, SERVE: Older Adult Volunteers in Community Service, (New York: Community Service Society of New York, 1971).

   C. Lambert, M. Guberman and R. Morris, "Reopening Doors to Community Participation for Older People: How Realistic?" Social Service Review 38:42-50 (1964).

7. Louis Harris and Associates, p. 97.

8. D. Dye, M. Goodwin, M. Roth, N. Bley and K. Jensen, "The Older Adult Volunteer Compared to the Non-Volunteer," Gerontologist 13:215-218 (1973); A. Monk and A. G. Cryns, "Predictors of Voluntaristic Intent Among the Aged," Gerontologist 14:425-429 (1974).

9. F. M. Carp, "Differences Among Older Workers, Volunteers, and Persons Who are Neither," Journal of Gerontology 23(4):497-501 (1968).

10. N. Kogan, "Attitudes Toward Old People in an Older Sample," Journal of Abnormal Social Psychology, 62:616-622 (1961 b)

11. ibid, p. 619.

12. N. Kogan, "Attitudes Toward Old People: The Development of a Scale and an Examination of Correlates," Journal of Abnormal Social Psychology, 62:44-45 (1961 a)

13. W. K. Kirchner and M. D. Dunette, "Attitudes Towards Older Workers," Personnel Psychology 7:257-265 (1954).

14. W.K. Kirchner and M.D. Dunette, p. 260.

15. E. Berger, "The Relation Between Expressed Acceptance of Self and Expressed Acceptance of Others," Journal of Abnormal Social Psychology 47:778-782 (1952).

CHAPTER 2

A REVIEW OF THE LITERATURE AND NEW JERSEY'S VOLUNTEER PROGRAMS IN CHILD WELFARE

I. LITERATURE REVIEW

Introduction

Retirement can be a harsh reality for many older persons today, providing economic and psychological hardship for many who value a more active and productive life style. As retirement ages have lowered, increasing numbers of older people have been forced to live at or near the poverty level of fixed incomes. The gerontological literature indicates that many older people are looking for meaningful activity and one potential field for their involvement is in child welfare services.

The rapid social changes undergone in this century have placed overwhelming pressures and stress on the family unit. Increasing expectations have been placed on the state, private institutions, and others to meet the increasing demand for help for families in distress. Children of such families have suffered the greatest. Reports of child abuse and neglect rise every year and the traditional institutional methods of care and protection have proved inadequate to the tasks of handling our young. Clearly, more innovative methods must be developed if child welfare services are to solve the problems that face our youth.

More and more, social service workers are seeing a child's development as affected by the totality of his experience, his family and community environment as well as his own individual psyche. Undue pressure on any component of the child's experience can cause that child to suffer. One new method of treatment which has been increasing is the use of "parent aides" or "lay therapists" to provide assistance and companionship to both parent and child

and to help ease some of the problems connected with community isolation.[1] The use of older people as part-time parent aides is just one creative concept which may prove effective in helping families in distress.

A review of the current gerontological literature indicates that many of the problems which face the country's elderly can be improved by involvement in such worthwhile and meaningful work. Furthermore, their experience and skills are excellently suited to the needs which abusing parents and their children display. The literature documents the necessity for more innovative approaches to the problems that face both old and young in our society.

The Older Worker: Problems, Theories and Needs

This section briefly reviews and assesses some of the more important theories in gerontology. Major emphases of this section are on the demographics and needs of the elderly population, the extent of the government's commitment to projects involving the elderly, and a discussion of work, volunteering and the importance of extrinsic rewards.

Theories on Aging

While it is not the purpose of this report to discuss major gerontological theories at length, brief mention of current thinking is appropriate. Activity theory suggests that there is no marked change in behavior as an individual passes from middle to old age.[2] It proposes that the active elderly have higher life satisfaction than the inactive, and that life satisfaction decreases with role loss.[3] For the activity theorists, successful adaptation to externally imposed role loss is determined by the individual's ability to increase activity, by maintaining and developing new roles.[4]

The notion of disengagement developed by Cumming and Henry in 1961, is perhaps the most prominent theory in gerontology.[5] Proponents of this theory cite the infrequent participation of the elderly in elections[6] and formal organizations[7] as well as alleged political conservativism[8] and a decrease in their social interaction.[9] Disengagement is perceived as inevitable.[10] The theory implies that for optimal adjustment to old age, the elderly should initiate the process and thereby withdraw from previous roles and relationships. Further, the theory suggests that present social structure clearly promotes disengagement.

Developmental and Personality Theories

Other social scientists have advanced multiple methods of adaptation centering around developmental and personality theories.[11] These theories suggest a range of adjustment possibilities and stress the continuity of behavior patterns throughout the life cycle. Promoting a variety of old age life-styles, among them an active life-style, developmental and personality theories suggest that avenues for alternative activities must be pursued to satisfy those aged persons who prefer to live in such a way.[12]

In sum, there are both social scientists and older persons who value an active life-style for aging people, while others find more worth in a leisurely life situation. It seems clear, however, that single method theories of adaptation fail to cover the full range of variables in assessing the aging process. Therefore, multiple method theories of adaptation seem more plausible.

As will be demonstrated below, millions of America's older citizens are available for retraining and are willing to perform services in federal Older Worker Employment programs or as volunteers in various capacities. Attempts at

tapping this wealth of experience and talent are the kinds of activities needed to "empiricize" one or more of the theories presented herein.

The Elderly: Federal Employment and Volunteer Programs

"Retirement a Harsh Reward for Many Americans." That's how the New York Times recently perceived the plight of our nation's elderly. Pointing out that an estimated 3.3 million of older Americans over age 65 currently live below the poverty line, the Times calls attention to the fact that out of the $450 billion Federal budget, only a few hundred million dollars are set aside for jobs for older Americans.[13]

Actually, the Times piece did not consider a crucial five year span (age 60-65) in its analysis. Of the 25.9 million people below the poverty level in 1975, almost one million of them were age 60-65.[14] In addition, with retirement ages increasingly plummeting to age 55 many more older persons are being forced to live on fixed incomes, and often in or near poverty. Indeed, another 925,000 Americans aged 55-60 currently live below the poverty line. This brings the total number of older Americans (age 55 and over) living below the poverty level to approximately 5.3 million — a figure representing 1/5 of all those living in poverty, and 35% of all elderly in that age bracket.[15] What's more, despite the current rise in the mandatory retirement age to 70, some economists and trade union leaders suggest that retirement ages will be lowered; and indeed, this seems to be the trend.[16]

Neugarten (1975) refers to this phenomenon as "the rise of the young-old."[17] The age group 55-75, which constitutes 15 percent of the population and the majority of which is retired, has new needs.[18] Modern medical science is maintaining their health and physical vigor.[19] They are seeking alternative

avenues for activity not only for self-enrichment, but also for community enhancement. Thus, they are seen as the change agents who will be promoting activity alternatives for the aged. It is further suggested that such activity will create an age-irrelevant society in which less stigma will be attached to old age because meaningful activity by the elderly will prove their worth to themselves and to the rest of society.[20]

There are many older Americans looking for meaningful activity as well as the economic benefits essential for their emotional and material well-being. Estimates from the Department of Labor indicate that there are approximately 4 million economically disadvantaged[21] and employable older adults (55 and over) in the United States. Data from the Administration on Aging and the Department of Labor show that in fiscal year 1976, the total number of job slots funded for seniors through Title IX of the Older Americans Act came to 12,400; 21,180 older Americans were CETA funded (Titles I, II, IIA and VI) at the end of 1975; and 4,811 slots were available through Title X of the Public Works and Economic Development Act. Thus, the three major federal Older Worker Employment Programs provided opportunities for only 38,000 seniors or only 9/10's of one percent of the Department of Labor's figure of four million disadvantaged and employable older adults. [22]

Of course, these are not the only federal projects which endeavor to utilize the skills and talents of the elderly, nor are they the only ones which provide some type of financial remuneration for older Americans. The proliferation of various volunteer programs (currently through the auspices of ACTION) provides older Americans with part-time volunteer opportunities, which include a wide spectrum of community service and institutional activities. These "Older American Volunteer Programs" include the well-known Foster Grandparent Program (FGP), the Retired Senior Volunteer Program (RSVP), and

the Senior Companion Program (SCP). Of the three programs, only the FGP provides for some kind of financial remuneration for its participants. Considered a "stipend" by ACTION, FGPs currently receive approximately $1.60 per hour for their services; they also receive a free lunch and usually paid transportation. The other two programs pay no stipends but reimburse seniors for out-of-pocket expenses, generally providing transportation and free lunches.

In New Jersey, our contact with Foster Grandparents and RSVPers indicates a high degree of commitment by these participants and a concomitant improvement in the condition of their various clients, be they retarded children, day care children or other seniors. One dramatic example of their success can be found at Woodbine State School. Administrators there report a decrease in the incidence of self-abusing children among those who have interacted with Foster Grandparents working at the institution.[23]

Clearly, these elderly volunteer workers are providing a necessary service in fields sorely in need of concerned paraprofessionals; and, as Davis and Taylor note, these fields are as extensive as the needs of retired people. They write:

> Employment opportunities are very limited for older people, especially those without needed skills. At the same time, there is a great need for expanded delivery of human services in all communities. Increased demands for personal and family counselling, medical attention, consumer education, nutrition education, home health care, recreation, bilingual education and a variety of related services have created a need for paraprofessional personnel to assist those now providing such services.[24]

However, behind all the good work and the need for its extension is the reality of the actual number of elderly persons currently involved in these projects and the commitment the Federal Government has made in making the Older American Volunteer Program successful. Table I depicts the extent of our national involvement in this area.

Table I: Older American Volunteer Programs by number of persons and income received, June 1976

Program	# of volunteers	Income received by Older participants ($ Millions)
FGP	13,600	21.8
SCP	1,160	3.3
RSVP	170,000	3.4
TOTALS	184,760	28.5

Source: Hearings before the Select Committee on Aging, House of Representatives, 94th Congress (2nd Session) Sept. 27, 1976, Funding of Federal Programs Benefiting Older Persons (Action Programs) (U. S. Government Printing Office, Washington, D. C., 1976) pp. 117-121.

Thus, attempts by the Federal government to provide volunteer opportunities for older Americans have been much more successful than the Older Worker Employment Programs discussed earlier; approximately 185,000 slots for the former to 38,000 for the latter in Fiscal Year 1976.

Estimating projected increases in both programs, it is probably safe to say that, at this point in 1978, approximately 250,000 older Americans are involved in either Federal Employment or Volunteer programs, or 6.3% of the 4 million disadvantaged and employable older adults identified by the Department of Labor.

A few final points. The Louis Harris & Associates survey conducted in 1974 for the National Council on Aging found that 31% of the "retired" or "unemployed" respondents, aged 65 and older, stated that they would like to work. Interestingly enough, when Harris applied these figures to the national scene, he came up with a figure of approximately four million seniors who would like some form of employment, thereby underscoring the accuracy of the Department of Labor estimates.[25] Furtner, the Harris study concludes that

there is a potential volunteer force of 6.6 million people over age 65.[26] What's more, the volunteers and potential volunteers interviewed by Harris expressed great interest in "social support" services and "family, youth and children oriented services".[27]

The Aged, Work, Voluntarism and the Importance of Pay

In our society, which places a high value on work and working, meaningful, productive work is an important variable for enhancing self-esteem. Unfortunately, an entire segment of our older population has been systematically denied opportunities to maintain self-esteem through productive labor. Older people are employable, and, as the Harris survey demonstrates, many are willing to work. Creative concepts regarding hours, remuneration, and working conditions are required, but the ability and desire to work is there: so is the interest in learning new skills or participating in job training programs.[28]

As demonstrated, older people often desperately need the money employment can offer. They also require the kinds of job programs which are set up to cater to the unique problems of aged workers, i.e., programs which address themselves to retraining and job restructuring and take into account restrictions on mobility, health and other problems associated with aging. As the Work in America study put it:

> We have failed to pick up the challange of structuring work duration to mesh with the needs, desires and capabilities of older persons. The effects of such a failure are often tragic...otherwise healthy, elderly Americans adopt a "sick role," a culturally sanctioned reason for admittance to a nursing home...Instead of a respected work role, we provide our older citizens with a sick role that encourages psychosomatic illnesses and excessive use of the medical care system..[29]

It is especially important for government to get involved here; industry

has not seen fit to take the initiative, while our government, as opposed to those in Western Europe, continues to be reluctant to pass legislation needed to assure that private enterprise take responsibility for adapting to the special employment needs of the elderly.[30] Indeed, the 1971 White House Conference on Aging recommended increased governmental involvement in providing "meaningful and socially needed employment opportunities for those older workers willing and able to work."[31] It seems appropriate then that the government as "employer of last resort", continue to experiment with innovative older worker employment programs especially in the area of public service employment.

We need not address ourselves to popular misconceptions that a miraculous ability to live on less money (often 1/2 of pre-retirement income) suddenly materializes simply because a person retires or is forced to retire. Clearly, rampant inflation, rising taxes, utility and medical costs which adversly affect all Americans often have disasterous effects on the elderly's ability to pay their own way.[32]

It is also important to understand the significance of pay for the elderly in general; and, for the purposes here, its importance to the volunteer worker and his or her work. In a study financed by the National Institute of Mental Health, Reingold, Wolk and Schwartz demonstrated the willingness of nursing home residents to work, their ability to earn money (even when paid embarrassingly low wages on a piece work basis), and their attitudes toward earning money.[33]

The institutionalized workers exhibited a change in attitude as a result of their employment experience and "new found wealth". The researchers point out that when the elderly were asked (prior to actually starting work) why they wanted to work, 56% indicated a desire to "pass the time" and not to earn money. Thirty-seven percent gave earning money as their reason. However, at the end of the experimental work program, the exact opposite response motivated the workers. The participants by 56.9% versus 37.3% rated "earning money" over "passing the time" as the crucial variable in their desire to continue working.

In a study of older people on the Lower East Side of New York, Rosenblatt (1964)[34] found even higher percentages of older people who listed income as their major reason for wanting to continue working.

Other examples of the desire of the elderly to return to work are offered by Rosenblatt, (1966)[35] Barresi[36] and Carp.[37] The latter also demonstrates the elderly's preference for paid as opposed to unpaid volunteer work. Comparing older part-time workers to volunteers and people who did neither, Carp measured happiness, self-concept and social relationship and reported that:

> Workers' scores tended to be higher than those of either of the other groups on the happiness scale. The score tendency reflects greater happiness among workers than among volunteers or among the non-active group.

Thus, workers scored higher than volunteers, who in turn were happier than those who neither worked nor volunteered.[38]

In terms of self-concept and social realtionships, Carp writes:

> Workers tended to perceive themselves as more useful and more competent than did members of either comparison group.

> People who were working for pay had more favorable attitudes toward their families and toward their friends than did volunteers or persons who neither worked nor volunteered.

Carp concludes that people in his study were more than anxious to provide services -- providing they were paid. For Carp and his respondents, pay indicated worth:

> Unless others valued the activity sufficiently to give it financial recognition, it must be "busy work" invented to keep the old person happy, not a service with social meaning.[39]

Carp's observations are underscored by the aforementioned Louis Harris survey. Measuring negative attitudes toward volunteer work, Harris found that 78% of the respondents aged 65 and over agreed that "If someone's work is valuable, he should be paid for it."[40]

The work of Abraham Maslow[41] is useful here in understanding the elderly's consistent preference for extrinsic rewards (i.e., income, free meals, transportation, etc.) in addition to the more psychic intrinsic rewards which lead to self-satisfaction and ego gratification (involvement in useful activity, feelings of being challenged, of belonging, of pride in one's work).

For Maslow, there exists a heirarchy of human needs generally beginning with the need for survival progressing to the quest for self-actualization. According to this theory, individuals generally cannot satisfy needs at higher levels of Maslow's scale until the needs at the lower levels are reasonably satisfied. This order of needs is:

1. Physiological requirements (food, habitat, etc.)
2. Safety and security
3. Companionship and affection
4. Self-esteem and the esteem of others
5. Self-actualization (being able to realize one's potential to the full).

Maslow's hierarchy of needs makes it easier to understand why the elderly rate extrinsic rewards more highly than intrinsic concerns. Quite simply, millions of America's older people have been reduced to an economic and social level where they must continually strive to satisfy basic needs of survival and safety.

How then can we expect these millions to volunteer their time and skills? How can we expect them to be grateful for the opportunity to "fill up" their free time while many cannot even fill their refrigerators, afford new clothes, better housing or decent medical care? Testifying at the Department of Health, Education and Welfare's hearings: "Manpower Problems in Social Services for the Elderly", Tish Sommers, from the National Organization of Women's "Task Force on Older Women" had this to say:

> The head set which assumes that older people should work for nothing or for carfare and lunch is cruelly exploitive, even though it may be a preventive health measure for those who participate. A large percentage of older persons do not have the option of paid employment. Just because volunteering beats making macaroni jewelry in a Senior's Center does not justify that exploitation.
>
> RSVP only provides carfare and lunch (and that only if the agency the volunteer works for agrees). If the choice were available for a similar part-time job for pay, and if there were not penalties under Social Security for working, you can be sure that most RSVP volunteers would jump at the chance for pay. Not only do many need supplementary income for a modest standard of living, but in our society, reimbursement puts an entirely different value on the work done.[42]

Thus, Maslow, other social scientists, community leaders and the elderly themselves recognize intrinsic rewards (important as they are for older Americans) as secondary considerations. Any national commitment to improve the lot of the elderly, provide them with meaningful activity, and utilize their tremendous potential must recognize this fact.

The Family and Child Welfare Services

The elderly are but one of the groups who experience the economic and psychological pressures resulting from the changing social conditions of the day. Increasingly, individuals are seeking the help of the state and other specialists to withstand the pressures of daily life. The extended family has broken down and the nuclear family is becoming increasingly vulnerable. New forms of family life have arisen to meet changing life-styles.

There is little doubt that the American family is undergoing rapid change. More couples are divorcing today, more women are in the labor force, and more families are headed by single women than ever before. The family has been shorn of many of its traditional roles and is no longer an economically productive unit, all members contributing their labor for its support. New needs have arisen within the family and along with them new specialists and institutions to meet some of the increasing expectations for forms of help.

Child welfare services try to respond to the social pressures which bear down on increasing numbers of our nation's parents. Increasingly the behavior and development of children is being seen as depending on a triad consisting of parent, child and society. When undue pressure is placed on any part of this triad, the child will, in all likelihood, suffer.[43] Child welfare services can support, supplement or substitute for the care given by parents; the goal is to preserve and enhance family life and thereby encourage the healthy development of children.

Unfortunately a myriad of institutional problems prevent the successful attainment of the goals of child welfare services. Funds provided for state care and protection of children are insufficient to meet the demand for services. One study has estimated that only 55% of those children up to nineteen years of age receive the kind of specialized care they require. The National Association of Mental Health estimates that one out of every ten children experiences some kind of mental illness and that only 10% actually get the help they need.[44] Even when children do receive care, it is questionable that the right kind of therapy is being provided. A study in New York by the State Board of Social Welfare found that 43.5% of 28,000 institutionalized children were misplaced and receiving care unsuited to their condition. This same study indicates that a recent move by the city towards deinstitutionalization of children is motivated as much by budget considerations as by the availability of alternative programs.[45]

Clearly then, alternative policies and programs have to be considered. As Secretary of Health, Education and Welfare Joseph A. Califano has stated, emphasis has been too much on the treatment of social ills rather than on their prevention.[46] If the welfare of children is to be improved, the health and welfare of their families must also be improved. The targeting of child welfare services has to be more directly aimed at rural, inner city and low income areas. Better medical facilities must be available to mother and child. Federal and state moves toward setting-up and supporting programs providing family planning and infant-intensive care must be furthered. Home visiting programs which encourage improved nutritional health and child rearing practices must be continued. Child welfare services are being more and more broadly defined as it becomes increasingly clear that services have to be more fully integrated with other social welfare programs in the community.

According to the most recent study on Child Welfare Services, prepared for the National Center for Child Advocacy, at the end of March 1977 public agencies were providing social services to 1.8 million children, or 27 out of every 1,000 children under 18 years of age in the nation.[47] Of this group 33% were receiving protective services from public agencies.[48] The study points out that, without doubt, the category of neglect, abuse and exploitation headed the list of reasons for receiving social services; 22% of all primary reasons for receiving social services were due to abuse and neglect.[49]

The phenomenon of child abuse and neglect, or at least its reported incidence is on the upswing. In December 1976, the Division of Youth and Family Services in New Jersey reported that 29,332 children were under the supervision of the agency for reasons of child abuse and neglect or parental deprivation. The 1977 figure was projected to be 33,640 children under DYFS supervision.[50] Ray Helfer, a noted pediatrician in the field of child welfare, estimates that the number of reports nationally are increasing at the rate of 30% a year.[51]

Child Abuse and Neglect: Causation and Treatment

Investigators disagree as to the definitions of child abuse and neglect. Giovannoni states that the type and level of treatment or intervention will rest more on the degree of harm done to the child than on whether the harm itself was a result of neglect or abuse.[52] Polansky suggests that child abuse involves an act of omission.[53] Fontana sees child abuse as any treatment to children not conducive to the child's good welfare.[54] Martin would see maltreatment of children being a spectrum, physical assault, neglect and nutritional or emotional deprivation being points on that spectrum which overlap considerably.[55]

Gil represents the chief exponent of the belief among some researchers that child abuse is a reaction on the part of parents to environmental stress, poverty being the chief one.[56] As environmental and economic stress increases, so too does child abuse. Gelles develops this concept still further by adding social class and community and the ever-increasing sanctioning of violence in society today as causes. He produces evidence that unemployment is high among fathers in abusing families. A family with little prestige, money and power will suffer greater frustration and resort to violence more readily.[57] Studies by Kempe and Helfer[58] and Galdston,[59] however, did not substantiate such claims.

The psychodynamic model of the child abuser would not rule out the environmental stress Gil and Gelles point to. Kempe maintains that child abuse crosses all socio-economic classes and while stress is acknowledged as a contributing factor to child abuse, it is the individual, internal psychology that is the primary factor. Justice and Justice[60] agree with Kempe but go on to discuss the destructiveness of the symbiotic relationship, or over-reliance on the child, and its prevalence among child abusers. They further maintain that inability to cope with change and life stress is particularly high in child abusers.

A study in England[61] found that housing conditions were particularly bad among child abusers, who also felt they had suffered emotional abuse when young and had experienced inconsistent caretaking.[62] Marital and sexual relationships were particularly problematic among the group. Elmer noted that child abusing families were especially isolated from their community, their parents and their spouses.[63] Gil[64] also found that one-parent families and those with larger numbers of children were more likely to abuse their offspring.

Treatment techniques have evolved with increased study of the subject. Mnookin[65] cites the altogether too eager approach of state and local authorities to intervene and remove children from their families in cases of abuse. He maintains that a child's removal from his natural parents should be a last resort. The state inadvertently increases the number of children without permanent homes and the cycle of abuse is perpetuated. In a recent study in New Jersey, Leroy Pelton[66] found that 68% of a sample of one county's caseload of abused and neglected children had experienced placement outside of the home at some time. There is general agreement that the child should be separated from his family only as a last resort.

Individual or group therapy is the preferred type of treatment for those favoring the psychodynamic approach to child abuse. Justice and Justice[67] see group therapy as better than individual therapy since the isolation and non-trusting components of most child abusers psyche is dealt with. Kempe[68] also favors therapy but due to the shortage of professional skilled psychiatrists he suggests more innovative therapeutic approaches using the skills of lay therapists. These workers can provide the mothering, caring relationship that child abusers have typically been short of.

Justice and Justice[69] and Baher et. al.[70] have documented the difficulties of involving fathers in the therapeutic process. Tracy and Clark[71] at the Presbyterian University of Pennsylvania Medical Center used social learning

theory involving the identification of behavioral goals and specific techniques for achieving them with constant evaluation from professional and lay therapists. Galdston[72] describes a program consisting of a therapeutic day care center offering protective intervention for the children and parent group meetings. The project serves as a holding operation to protect the child from abuse while supporting the integrity of the family unit.

The use of lay therapists in other countries is more entrenched in the social service network. The CELDIC Report in Canada[73] found it was possible that the dependency and passivity of the patient-client on the professional therapists might actually contribute to the perpetuation of the act of child abuse. The report calls for an increased use of the lay worker to staff day care centers and family supportive services. Young girls are included in the Canadian program with two years training in all phases of homemaking and child care. Older women are recruited with six months training. Not only has this alleviated the overburdening caseload of many professional therapists but, a new career line has been opened up.

In New York State, Cowen & Leibowitz[74] recruited and trained a group of retired people to work as classroom aides to help young children experiencing difficulty in adjusting to the school setting. The children were judged as having benefited from the experience and their adjustment improved. Wagner & Wagner[75] in their study of the Danish child care system quote the use of lay workers, ancilliary personnel and paraprofessionals as a response to the needs of the children and of the potential of its people. Kempe[76] calls for the implementation of a similar program in the United States. The Health Visitors concept would be step towards ensuring that every child has the right to health supervision.

Gil (1975) and Gelles, as proponents of the socio-economic model, call for more wide range solutions to the child abuse and neglect phenomenon. The therapeutic approach can only provide after the fact treatment for parents and children. The socio-economic approach should prevent child abuse. Gil sees the elimination of poverty and the alienating conditions of production and other major sources of stress and frustration as primary in the prevention of child abuse. Gelles sees a need for more programs designed to aid in planned parenthood and in parenting skills.[77]

The National Center on Child Abuse and Neglect[78] sees the community team approach as one with flexibility enough to meet a family's needs. It provides a wide range of services to help the parents to become more mature, to trust others and to integrate themselves into the community. Group therapy, parent aides, public health nurses, homemaker and home health aide services are all used. Self-help groups such as Parents Anonymous and various community-led volunteer groups are all seen as playing important parts in the task of rehabilitating and supporting the abusing family.

Since there is so little empirical data on which treatment services are most effective for different people, the government sees the full range of both primary and secondary treatment services as necessary and calls for the extensive use of both professional and lay personnel. It is our contention that the provision of this wide range of services could be effectively extended by utilizing older people in child welfare services.

What follows is a brief discussion of some microlevel projects which further serve to reinforce this contention and, beyond that, the full report of the Utilization of the Elderly project's findings.

II. A REVIEW OF SOME CURRENT PROGRAMS IN NEW JERSEY WHICH UTILIZE OLDER PEOPLE.

Introduction

A review of the literaure indicates that by offering the elderly meaningful work within child welfare services, inroads could be made into the problems both young and old experience. In New Jersey today, there are a number of programs in existence which seek to utilize the skills and abilities of the state's older residents. Included are the federally sponsored Green Thumb, Foster Grandparent and Retired Senior Volunteer Programs as well as a number of state level volunteer programs which deserve mention. In several of the programs, the elderly are working in the field of child welfare and providing much needed service in an area all too often operating with a shortage of staff. Some programs provide paid work for the older individual, others provide only the opportunity and perhaps the training and orientation needed to do the job.

Regardless of whether the task is paid or unpaid, the elderly are providing needed and useful contributions to the welfare of many individuals in New Jersey. The discussion which follows concerns some of the better known volunteer and worker programs in the state which seek to involve the elderly in child welfare services.

Senior Parent Aide Network

The Senior Parent Aide Network (SPAN), funded by the New Jersey Division of Youth and Family Services, is situated in Middlesex County in Central New Jersey. The organization's goals are to provide a rewarding volunteer experience to senior adults and to provide a resource for county and state services to draw upon in the prevention and treatment of child abuse and neglect. The program is run by a project director, a community aide and a senior volunteer clerical helper.

SPAN has experienced some caseworker disinterest from those who feel the senior parent aide would generate more work in supervision and coordination efforts. On the other hand, there is considerable satisfaction among those who are utilizing the seniors; caseworkers are able to use the parent aides to fulfill needed tasks which they do not have the time for. These include: informal conversations with clients, advice on household expenses and management and help with children, i.e., taking them to school or outings, or giving the parent needed time away from the children. Volunteers are expected not to impose their own values nor to judge or criticize the lifestyles of the families they serve.

As far as possible, volunteers and families are matched racially and culturally, SPAN volunteers are screened by the project's coordinator through an informal discussion session lasting from 1-2 hours, as well as through careful observation of the volunteers' behavior and their approach to problems during the week-long training sessions. The coordinator has only had to screen one volunteer out of the program due to unsuitability, yet it was still possible to use this person for another project making periodic calls to shut-ins.

Each senior parent aide is required to serve a minimum of six hours a week with at least one family. Although volunteers are unpaid, they are reimbursed for traveling expenses they incur or any out-of-pocket expenses involved in working with the family.

The coordinator and her aide work hard at recruiting more senior volunteers, they attend church and civic groups and get media coverage to encourage senior volunteers to step forward. Word of mouth also brings in some volunteers.

Unfortunately, SPAN has experienced some difficulty in recruiting Hispanics. This can be explained by considering the economic realities of being Hispanic in New Jersey.[79] For example, the Hispanic leader of the Puerto Rican Action Board in New Brunswick rejects the possibility of recruiting many older Hispanics as volunteers because of their poor economic condition and their need for paid work. Unpaid volunteer work, then, is not a viable option for some societal groups, among them low-income Hispanics and blacks.

In order to meet the social worker's needs for part-time aides, the SPAN coordinator has recently had to shift the orientation of the program to attract some younger volunteers. The Senior Parent Aide Network has thus become the "Special" Parent Aide Network, and no longer relies exclusively on seniors. SPAN is now attracting younger persons with a noticeable preponderance of women. Many have raised families and wish to return to the labor force and they see the volunteer experience as leading to a full-time job. Some are younger retired teachers who find themselves unable to re-enter the teaching profession and see a way into social work through SPAN.

SPAN has attracted a group of people from varying social and economic backgrounds but they share a commonality of satisfaction in working with children. They also share a keen dedication to the program and to its goals.

In many cases, the older volutneers were attracted to the SPAN program to remedy a sense of personal isolation. These are active people with active minds who serve as role models to their clients. For most of the clients served, there are few other people with whom there is any contact at all; the senior volutneers become much needed companions, providing contacts with the world outside their own family setting.

One volunteer, Mrs. A, is 63 years old and a recent immigrant to this country. During the war she had been active in the underground in Eastern Europe working with orphaned children, after the war was over she worked in an orphanage full-time.

Mrs. A lives in an apartment complex and wanted to meet more people. She had tried a senior citizen center but felt it to be too confining. She also disliked being totally surrounded by older people. A friend put her in touch with SPAN.

Mrs. A feels she is doing a good job as a senior parent aide. She claims she has a great deal of expertise dealing with children who have undergone the worst type of life experiences because her wartime hardships have equipped her to help those undergoing severe emotional and economic problems. She can help teach general economizing techniques, good cooking habits and the need for cleanliness and hygiene. Mrs. A wants to help both parent and child to "stop them from going on the wrong path" and to help them to improve their life-style.

Mrs. A does not see her role at SPAN as more fulfilling than her main occupation as an artist and designer, however, SPAN helps her to fill out her life and make it richer. She also finds the volunteers interesting and companionable and would like to see more of them socially if she could, since she is affiliated with no other organizational group, has no access to public transportation and does not have the use of a car. Her involvement with SPAN has enabled her to become less isolated from her community, has provided useful assistance to needy families and has enabled her to meet needed friends and acquaintances.

Another volunteer, Mrs. B, is disabled and wanted something to do that would not strain her already poor health. Known as a long-time volunteer in other programs she was approached to work for SPAN by its director. Mrs. B wanted to do something to get out of the house and meet people. In addition, her work with SPAN is building up her confidence and emotional strength, helping her to overcome a recent tragedy in her family. In terms of her performance with clients, Mrs. B feels that her life experiences equipped her to fulfill the functions Mrs. A described.

Such volunteers are fairly typical of others in the SPAN program. They are older citizens who have led active, community oriented lives who wish to continue their involvement in community affairs and pass their expertise on to others.

In spite of intensive training sessions emphasizing the need to refrain from judging and imposing value systems on clients, the volunteers have found this difficult and were initially shocked by the conditions of the families they served. Of those volunteers we interviewed, all were willing to work with children in any setting. They were outgoing people who saw the need for doing favors for others and had a history of community volunteer activity. The volunteers were interested in breaking the isolation and frustration of retirement or disability; they wanted to be in touch with people and their community; they wanted to help others as they helped themselves, and felt very close to the SPAN organization. The present small scale of the project, the closeness and easy access to the coordinator and her aide and the feeling of working together as a team encourage a hardworking, dedicated atmosphere of skilled and well-trained volunteers.

It is possible that if it were not for their age, these older people would be volunteering anyway. Their age had cut them off from many group activities and their isolation caused them to seek out the SPAN organization. They each seek a self-fulfillment in their volunteer activity while at the same time providing necessary and meaningful services to the community. As one volunteer said, "I don't want to be put out to pasture. I want the chance to offer others some of the things I've learned over the years and I can do just that working with SPAN."

Senior Parent Aides in Atlantic and Monmouth Counties

These model projects developed as a response by the Division of Youth and Family Services (DYFS) to the studies of Kempe and Helfer. Their findings indicated several benefits in using parent aides as lay therapists in instances of child abuse and neglect.[80] The Foster Grandparent and Green Thumb network was already in existence in these counties and, with the help of area directors, the Parent Aide Program was set up in these two DYFS district offices.

Senior Parent Aides are to be used in situations where there is a minimum of dysfunction and violence. Both client and volunteer must be willing to work together and a caseworker must work closely with the parent aide and meet at least once a week. It is hoped that the senior aide will project a parent or grandparent image for the children and provide basic parenting to the abusing parents as well. Indeed, many abusing parents, having been abused children themselves, need to acquire parenting skills which are not rooted in violence and severe punishment.

These parent aides receive minimum wage and can be reimbursed 15¢ per mile for transportation if they use their car and drive another volunteer. The volunteers must work at least 20 hours a week up to a maximum of 96 hours a month. There is a two week intensive training period but training is on-going throughout the period of work. Prior to starting work all volunteers must have a medical check-up. All people in good health aged 55 and above are eligible providing income is below $3,900 for married persons or $2,900 for persons living alone.

Atlantic County

Administrators are pleased with the progress of the project in Atlantic County. To date, seven parent aides are working providing direct services to families in the community. One aide is supplementing her work with families with semi-clerical duties, recruiting and screening for potential foster homes. There was some difficulty experienced in starting the program. Some aides could not accept the behavior of the abusive parents, finding it difficult to interact and not level blame or criticism. Ongoing training tried to deal with this problem. Analysis of the personality characteristics of child abusers and the dynamics of the act itself was investigated and studied. Beyond an initial two-week intensive training program, there are also weekly meetings with caseworkers which provide continual analysis and background of the phenomenon of child abuse.

Atlantic County is avoiding the problems incurred by poor area transportation by giving the parent aides access to state cars. Administrators in other counties would do well to recognize that the use of state cars is appropriate.

Monmouth County

Four parent aides are at work in Monmouth County in a program which has met with approval from social workers in the area. As expected, there was some caseworker resistance in the first days of the program. Professionals felt that the lack of formal education and experience in child abuse and neglect would prevent effective treatment of clients. Such opposition,however,has been whittled away by the demonstrated results of the Parent Aide program.

The Monmouth County Foster Grandparent Program is giving its volunteers outside assistance to facilitate the seniors continued involvement in the program. Advice on medical assistance and home repairs, for example, have eased the burden of those volunteers living on fixed incomes.

A parent-aide network is also being planned in Ocean County, where five positions exist. Seniors will soon be recruited to continue the work being done in Atlantic and Monmouth.

The Retired Senior Volunteer Program (RSVP) in Day Care

The primary focus of RSVP is on the needs and interests of older persons serving as Senior Volunteers. The intent of Congress in establishing RSVP and other Older American Volunteer Programs was to provide older persons with opportunities to serve others so that they might consider themselves productive and needed members of society.[81]

The number and types of agencies where RSVP volunteers serve has expanded dramatically since the program's inception in 1971. The great majority of these institutions served include: schools, colleges, and public agencies at all levels.

All of the RSVP directors in the counties whose DYFS District Offices or County Welfare Boards reported using RSVP volunteers were contacted. None of the volunteers at the district offices or County Welfare Boards were used in child welfare programs (although, as described above, the Middlesex County SPAN volunteer network utilizes senior volunteers in cases of child abuse and neglect).

Monmouth County, having the most extensive volunteer network in the state, uses some RSVP volunteers with children in schools and libraries and day care centers. Volunteers are used to help children read and to assist teachers and paid day care center workers. In Morris County, some volunteers are used to tutor blind and handicapped persons. Atlantic County also puts its RSVP volunteers to work providing assistance in schools and day care centers.

One of the directors surveyed felt it would be inappropriate for the volunteers to be used in child welfare services. It was felt that dealing with child abuse and neglect or welfare cases would demand an educational and professional standard that RSVP volunteers could not possibly reach. At least two directors felt that the family history of the child should have nothing to do with the volunteer (the issue of confidentiality came into play here). For these directors, the seniors could indirectly provide care for abuse and neglect cases through their work in schools and day care centers even if they had no knowledge of an abusive situation. One director said we should get in touch with the Foster Grandparent Program to find senior volunteers working directly in child welfare because RSVP was not geared to handle such cases.

All of the DYFS District Offices and County Welfare Boards were surveyed to determine the extent of the utilization of unpaid volunteers involved in the Retired Senior Volunteer Program. State-wide, Middlesex County Welfare Board, Monmouth County and Hudson County were using RSVP volunteers. All of these were involved in a support function in a clerical capacity or (as in the case of Monmouth County) were providing personal services to those in nursing homes.

Considerable confusion exists concerning the actual extent of RSVP volunteer participation in County Welfare Agencies and DYFS District Offices. Different administrators gave us vague and conflicting reports. Some RSVP county coordinators were also unsure of the actual areas of service of their volunteers. Supervisors here seemed unsure of the actual number of RSVPers and the areas served by their volunteers. A few coordinators experssed doubt that RSVP could be used in child welfare services. They expressed doubt that volunteers would want to take on such problem children encountered in welfare and abuse and neglect cases.

Monmouth Volunteers

Monmouth County Board of Social Services has the largest volunteer network in the State. In January 1978, the board reported a total of 687 volunteers serving 1,632 people and contributing a total number of 4,035 volunteer hours in a variety of activities.

The Monmouth County Volunteer Unit does not distinguish between the volunteers in its force by age. The unit does not make any particular attempt to attract age groups since in their view each and every volunteer has a contribution to make regardless of age. No statistics are available on the age range of volunteers working for the Monmouth Volunteer Unit.

Included in Monmouth's statistical reports, however, are 100 slots filled by RSVP or Foster Grandparent personnel. Although not supervised by the Monmouth County Volunteer Unit staff, these older people perform services under the overall jurisdiction of the County Welfare Board.

A good number of volunteers (348) spend their time providing personal services in boarding homes and nursing homes. Of this group, a number (73) are involved in providing "reassuring calling services" to seniors or other homebound individuals. Forty-three function as Big Brother/Big Sisters providing one-on-one-relationships to deprived youngsters. A small number (62) work as "friendly home visitors" spending time with lonely and isolated members of the community. A large number of volunteers (167) spend their time working in a mobile meal center delivering food to the homebound and needy. There are three who provide help at Dav Care Centers.

Monmouth County has established a Volunteer Unit with a paid professional coordinator and 6 paraprofessional volunteer coordinators. Their work tasks include: assigning volunteers their duties, recruiting new volunteers, promoting media coverage, training and following-up on volunteers as well as clients and promoting the general development of the volunteer program.

Recruitment is an ongoing effort for the volunteer coordinators at Monmouth County. Fliers are put out, newspaper articles published, speaker's corners in shopping malls established, church groups approached and radio and television spots secured. The coordinators say more and more time is being spent in recruiting and increasingly more innovative and imaginative methods have been found to attract volunteers using previously untapped resources.

Certain problems in recruitment have arisen as a result of the needs expressed by various social service agencies. For example, there is a shortage of males to fill the Big Brother positions.

Supervision

Volunteers at Monmouth County receive supervision and guidance from the coordinators. This cannot be as focused as necessary due to the large volunteer population and the relatively small number of coordinating staff. Those running transportation services and mobile meal centers receive little or no ongoing training. When most volunteers first start to work though, they are informed of what is expected of them. Theoretically, training is ongoing throughout their period of time with the County Welfare Board and differs from program to program.

Apparently, social workers should be providing more guidance for those volunteers dealing with a client family but there continues to be problems gaining their full cooperation, i.e., getting them to provide continuity and support for both the volumteer and the client. In the nursing homes, activity coordinators provide most of the supervision and training, while also scheduling activities for the volunteers.

Why They Volunteer

Volumteers work for the unit for a variety of reasons: housewives seeking to avoid the confines and isolation of their homes; citizens who want to do good works for their community; parents or adults who feel they have the emotional strength to be able to help a disturbed child; and, others with talents in many areas who want to share their knowledge with those in need.

Monmouth County Welfare Board receives its best public relations as a result of its volunteer program. Upper level administrators especially see this particular service as invaluable. The publicity surrounding the volunteer program serves to encourage other citizens to join, perpetuate it and promote a positive image of the agency in the community.

Administrators see the Volunteer Unit in a most favorable light. For a relatively small amount of money (130,000), most of which is met by Title XX funding, the Monmouth County Board of Social Services has a number of social service needs met, has opened job lines for paraprofessionals serving as volunteer coordinators, and has acquired valuable and needed positive media coverage.

While the Monmouth County Volunteer Unit does centralize much of the volunteer effort in the county, the individual institutions do a small amount of recruiting themselves and have autonomy and control over what the volunteers actually do. We feel this measure of autonomy should continue, based on our premise that volunteer programs are most effective when responsibility for them is shared by government and private agencies. We would encourage this independence of action in the community itself to ensure that citizens interested in volunteering will not be discouraged--or dissuaded from doing so in the mistaken belief that the county government will "take care of it." The statistical reports are impressive and praiseworthy, but there is a need for more effort to improve the delivery of service to patients, clients and volunteers themselves. Clients should not have to depend on volunteers to satisfy their needs in a home or institution where there is insufficient funding to hire full-time permanent staff. Volunteers, too, should have the opportunity to develop and contribute their skills and improve the quality of the social services throughout the county. Such issues and further suggestions about them will be discussed in depth in the "Recommendations", Chapter 7.

Elsewhere

Project FIND (Friends Involved With the Division) was set up in the Bergen County District Office of the Division of Youth and Family Services in 1974.

A five-week training program is mandatory for all volunteers and subsequent monthly meetings for trained volunteers are also a part of continuing training. The project is funded through Title XX and the Junior League of Bergen County. Volunteers receive no pay or stipend.

The current coordinator of the program has observed that a certain number of professionals initially saw volunteers in a negative light. They suspected that volunteer supervision would provide even more work for the already overburdened social worker. (There are 55 caseworkers in Bergen County, each having 80 or more families as a caseload). Many expressed resentment, feeling that only professionals could meet the needs of the job. The volunteer coordinator actively pursued such concerned caseworkers. Now the coordinator perceives a very positive staff reaction to the volunteers and reports that over 80% of caseworkers have used a volunteer at one time or another. The program has grown as a result and some cases have been successfully terminated.

Most volunteers decided to work with DYFS to satisfy their needs to help, to be useful, and to break their own feelings of isolation. One volunteer said that the world seemed a bit more sane after her volunteer experience. Others have expressed their increased sympathies toward the problems of welfare recipients and the kinds of life crises which meet the poor, a sympathy which they had previously never felt.

Bergen County does screen its volunteers. The coordinator looks for a certain amount of self-examination and understanding as well as an ability to deal with their own emotional problems. The training program usually permits the potential volunteers to make their own decisions on whether or not they feel suitable to perform child welfare services. Up to now, the Volunteer Unit has used no elderly volunteers. They assume that difficulties connected with transportation and training might outweigh the advantages of using older people. However, discussions with other successful volunteer coordinators in other parts of the county suggest that a shift towards utilizing more senior volunteers is underway.

The two tables appearing at the end of this chapter show the extent of statewide volunteer utilization throughout the DYFS District Offices and County Welfare Boards. Conversations with contact persons in these areas suggest that the use of volunteers in several counties will increase in the near future. Child welfare services is one of several possible areas where they might be utilized.

Summary

Volunteers are providing many needed services throughout the State of New Jersey. The use of seniors as part-time paid aides or volunteers in direct services to victims of child abuse and neglect is yet to be fully explored. Our findings would indicate that both the elderly and the social service agencies are interested in exploring this area.

TABLE 2

DYFS DISTRICT OFFICES WITH VOLUNTEER PROGRAMS

District Office	Number of Volunteers	Services Supplied and Organizational Affiliation	Age Range of Volunteers
Atlantic	10	Support & Personal (Green Thumb)(6) (Student Interns)(4)	18-55
Bergen	40	Support & Personal (hoping to expand)	18-60
Burlington	0	(Paid lay therapists support professional staff)	
Camden	0		
Cumberland	0		
Hudson	47	Support & Clerical (1 RSVP Volunteer) (hoping to expand)	20-45
Mercer	1	Personal, Friendly Visitor to parent	35
Middlesex	12	SPAN members serve as parent aides	60+
Monmouth Family Center	0	Personal (but none at present time)	
Morris	4	Support (Transportation & help paraprofessionals)	19-23
Newark DO I	0		
Newark DO II	0		
Ocean	2	Personal (college students aid regular workers in certain case situations)	18-22
Paterson		Support, (some students from college help at irregular intervals)	
Somerset	0		
Suburban Essex	14	Personal services (Big Brother/Sister)	19-48
Union	4	Support	20-40
Warren	1	Support (Transportation, Assists with Group & Leadership Activities)	21
TOTAL	133		

TABLE 3

COUNTY WELFARE BOARDS WITH VOLUNTEER PROGRAMS

County	Number of Volunteers	Services Supplied and Organizational Affiliation	Age Range of Volunteers
Atlantic	250	Personal (one-on-one services, parent aides) RSVP & FGP	60-95
Camden	49	Support & Personal	25-75
Cape May	1	Support (clerical)	55+
Cumberland	0		
Essex	0	Contact person said, "Unprofessional and unpaid volunteers cause more problems than anything else."	
Gloucester	0	Can't get Personnel to Supervise	
Hudson	0		
Hunterdon	0		
Mercer	0		
Middlesex	4-5	Support (clerical) (has liaison with RSVP & can get more when needed	60+
Monmouth	650	Support & Personal, Includes 95 RSVP, 5 FGP	various-all age cohorts
Morris	200	Support & Personal (200 on rolls but few used at same time. Are called when needed.)	"
Ocean	10	Support & Personal (hopes to expand)	18-45
Passaic	0		
Salem	0		
Somerset	0	3 college interns	18-21
Sussex	2	Support (clerical) (Green Thumb)	55+
Union	0		
Warren	1	Support -(Clerical)	65
TOTAL	1,167		

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CHAPTER 3

PROFESSIONAL STAFF

I. DEMOGRAPHIC REVIEW

Introduction

As previously reported in Chapter One, a total of 95 DYFS professionals were interviewed as part of this study. Information on sex, race and work site was also reported in a discussion on representativeness of the samples in the introductory chapter. We will not repeat these data here; however, a brief discussion of several pertinent demographics will be presented before reporting the attitudes and opinions of the professionals. Also, Figures 2-7, at the end of the Chapter graphically display most demographic information presented here and in Chapter 1. We should point out that in socio-economic measures, attitudes, work experience and in their willingness to utilize the elderly, these professionals expressed a marked similarity. This can be explained because of the homogeneous nature of this group of respondents.

Socio-Economic Status

Slightly more than half of the professional respondents stated that they lived in "middle class" neighborhoods, generally in the suburbs. A large number, 39, reported that they lived in a "working class" (36) or "lower class" (3) neighborhood. This group verified this contention by reporting inner city residences. In terms of income, most of those who responded (76) had monthly incomes of $1,000 or more, with only 15 claiming less than this amount. Forty of those reporting had monthly incomes exceeding $1,500.

Age of Professionals

Most professionals were under 30 years of age (45), the vast majority being under 40 years of age (78). Only 17 respondents were over 40.

Marital Status of Professionals

The majority of caseworkers were married (50) but 30 were single. Twelve of the caseworkers in the group were separated or divorced and 2 were widowed.

Number of Persons in Professional's Household

Many of the professionals (27) shared a household with one other person, however, a similar number lived alone. There was a group of professionals (31) with three or four persons in the household. Only one professional lived in a household of over ten.

Highest Degree of Professionals

Most professionals in the group had a college education. Only 7 did not. Most of the college educated had or were working on a B.A. or B.S. degree. Of those who had graduate degrees, most had an MSW degree (28) and some had Masters degrees (17). A small number had doctoral degrees.

Experience in Child Welfare Services

Most professionals had been with the agency between 1 and 3 years (42) and a large number between 5 and 10 years (33). Eighteen employees had been with the agency 10 or more years.

Most workers (33) had between 5 and 10 years of experience in the field and an equal number of employees had between 3 and 5 years. Eighteen had 10 or more years of experience.

In sum, the majority of professionals in this sample are a group at the beginning of their careers, and are married but childless. Economically, they seem

to be maintaining a middle class lifestyle with family income levels somewhat on par with the Bureau of Labor Statistics' figure for maintaining a "moderate" standard of living for this metropolitan area.*

II. Willingness of Professional Staff to Assign the Elderly to Work with Suggested Target Groups

Exactly what role older people would play varied in the opinion of these professionals. There was strong support for permitting older people to work with younger children, and children whose families are on welfare. Somewhat more cautious support was voiced for using older people with children of families suspected of abusing or neglecting them; even greater caution was expressed regarding the use of older people with teenagers and delinquent children.

The degree of uncertainty related to assigning older people to specific target populations is depicted in Table 1, which demonstrates that the professionals were, on the average, at least "somewhat willing" to assign older people to all of the suggested target groups. However, the relative uncertainty increased as either the age of the target population increased (teenager) or their perceived level of dysfunction increased (handicapped, victims of abuse or neglect and delinquent children).

Once again, it must be emphasized, that although there was increased caution in assignment, on the whole this population was disposed to using older people even with the most dysfunctional groups.

Indeed, one of the clarifying phrases most frequently used by respondents was that the assignments must be made on a case-by-case basis. In the words of one respondent, "there are some older people that I wouldn't assign to work with

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* Press Release BLS, Autumn 1977 Urban Family: Budgets and Comparative Indexes for Selected Urban Areas (April 26, 1978).

any of these groups. On the other hand there are others that I wouldn't hesitate to assign with any of these groups".

Some professionals felt that older people are not physically able to deal with the handicapped. Also, professionals may envisage violence or an inability to cope with delinquents or teenage clients.

TABLE 1

WILLINGNESS OF PROFESSIONALS IN CHILD WELFARE TO ASSIGN OLDER PEOPLE TO TARGET CASES

N=95

	Willing	Somewhat Willing	Unsure	Unwilling	Somewhat Unwilling
1. Work with Welfare Child	87	6	2	--	--
2. Work with Young Child	85	8	1	--	1
3. Work with Handicapped	69	23	3	--	--
4. Work with Family Abusing or Neglecting Child	61	18	10	3	3
5. Work with Teenager	56	27	8	3	1
6. Work with Delinquent	40	27	15	9	4

Another indication of the professionals' support for this program lies in the fact that 33 of the respondents checked "willing" for all of the target groups.

III. Sites Where Older People Could Be Assigned

The majority of these DYFS professionals indicated that any of the suggested locations were viable places for the assignment of older people. The strongest support came for placement at day care centers, followed by the child's home, at hospitals or other institutions, at schools, in the elderly's own home, and in detention centers.

Those who voiced concern about the assignment of older people at the child's home or the home of the elderly worker were concerned about program control, as well as the security of the elderly, especially in the inner city.

Others who said "no" regarding the placement of older people in hospitals or schools expressed concern about losing the services of older people in their own areas of work such as direct client contact.

These respondents felt least secure about using the older people to work in detention centers. This finding is supported by the concern expressed earlier for assignment of older people to work with delinquent children. (See Table 2)

Twenty-nine of the 95 respondents suggested other locations where the elderly might be assigned. Sixteen felt they could work at the District Offices, 7 others felt they would be assigned to Group Homes, while 6 expressed the concept of work in the community. (See Table 3)

One of the major suggestions these 29 respondents advanced concerned utilizing the older people as clerical aides in the District Offices. We purposely did not offer the professional respondents this clerical option. We were mainly interested in learning their attitudes toward using older people in direct services and left an option to which twenty-nine of them responded.

As reported, there is overwhelming support for utilizing older people in direct services. However, professionals are also aware of potential benefits derived from utilizing seniors in clerical positions.

TABLE 2

RANK OF SUGGESTED LOCATIONS
WHERE ELDERLY MIGHT BE ASSIGNED

Rank	Location	n	Yes	No
1	At Day Care Centers	(95)	94	1
2	At Child's Home	(94)	89	5
3	At Hospitals or Institutions	(95)	87	8
4	At Schools	(94)	83	11
5	At Elderly's Own Home	(94)	79	15
6	At Detention Centers	(94)	70	24

TABLE 3

RANK OF OTHER SUGGESTED LOCATIONS
WHERE ELDERLY MIGHT BE ASSIGNED (n=29)

Rank	Location	n
1	At District Office	16
2	In Group Homes	7
3	In Community	6
		29

In a related open-ended question concerning clients, professionals found several other target populations that the elderly could serve. (See Table 4) Although the sample size is small, these suggestions should be considered when designing a program utilizing older persons, particularly if the design can permit programmatic flexibility.

These suggestions probably relate to specific cases that came to mind. A flexible program would permit these ideas and others like them to surface on a case-by-case basis, where the needs of the clients can be matched with the skills of the older workers or volunteers.

TABLE 4

OTHER SUGGESTED TARGET POPULATIONS THAT MIGHT BE SERVED BY THE ELDERLY

n=28

1.	Parents	8
2.	Foster Parents	4
3.	Young Mothers	4
4.	(Clerical)	3
5.	Other Elderly	2
6.	Battered Wife	1
7.	Handicapped Parent	1
		28

IV. Volunteers/Employees

In response to the question of whether the elderly should be utilized as volunteers or employees, the majority, (54) of the respondents felt that there should be some combination of the two, permitting flexibility for the elderly as well as for the agency where they would work.

Of those who prefer one type of program, 28 supported an employment program while 12 felt more strongly about the volunteer program.

Compensation - Volunteers

Most of the respondents felt that some monetary compensation should be given to older volunteers. The majority, 57, felt that this compensation should range between $1.66 and $2.30 per hour*, which would place the elderly somewhat below minimum wage. This level of compensation would be similar to the stipend paid to older people in the Foster Grandparent Program, where workers

* Minimum wage was $2.30 at the time the study was conducted.

are paid "wages" of $1.60 an hour and $.40 per hour to cover the cost of transportation.

Compensation - Employees

When asked what the level of compensation should be if the older people were considered employees, 31 respondents felt that they should receive an hourly wage ranging between $2.30 to $3.29. Another 33 felt that the elderly should receive compensation ranging between $3.30 and $4.29 per hour while 24 felt that the elderly should receive hourly wages of $4.30 or more.

Many of those who opted for these two higher wage ranges also expressed the opinion that if the elderly received wages at these levels, they should be considered part of the system with the rights and obligations of full or part-time employees, including promotional opportunities.

Professionals did not want this additional remuneration to interfere with the elderly's Social Security benefits. In some cases, they suggested even more compensation than the questionnaire had indicated: "as much as they can get" and "the maximum possible", were common responses.

Maximum Number of Hours

The majority of the respondents (53) felt that the elderly should be required to work no more than 15 to 25 hours per week. Although the distribution of responses to this question ranged between 6 hours and 40 hours, the mean of 22.5 and mode of 20 indicates that, in the opinion of these professionals, a viable program would allow for 20 working hours, (or 5 days a week, 4 hours a day).

There were 20 respondents who felt that the maximum hours should coincide with those worked by full-time staff (35 to 40 hours per week). Flexibility was a well used word here. It was felt that hours would change from person to person depending on his/her abilities, health and wishes.

Benefits

The professionals were asked to respond to two similar questions concerning benefits to be provided to older people who volunteer or work part-time in social services. (See Appendix A, questions 20 and 22). Their reactions are reported below in Table 5. Strongest support came for transportation (81) and free meals (60), followed by sick days and medical benefits as fringes to be provided for older volunteers. There were also indications (by 6 respondents) that insurance; life, accident, and automobile coverage (when needed) should be provided to older volunteers. Several others felt that these workers would have to be protected from potential law suits initiated by clients.

The respondents felt that in an older worker employment program the workers should receive benefits similar to those which State employees are entitled.

The very high rate for free transportation in the volunteer program indicates an awareness on the part of child welfare personnel of mobility as a problem. In another part of the questionnaire, 65% of the respondents cited transportation as one of the potential problems which could have an impact on the utilization of older volunteers.

TABLE 5

AFFIRMATIVE RESPONSES TO: "WHICH BENEFITS SHOULD BE PROVIDED TO ELDERLY VOLUNTEERS AND EMPLOYEES"

n=95

	Volunteers	Employees
Free meal	60	41
Free Transportation	81	45
Vacation/Sick Days	34	74
Medical	33	68
Training	5	4
Insurance	6	2
Overtime	—	2
Same as State Employees	6	10

Although the child welfare personnel are aware of the mobility problems of older people, a majority felt that free transportation should not be provided to older employees. The earning of salary overshadowed other problems experienced by the elderly. With increased dollars, DYFS professionals felt, older people could pay their own way. Similar attitudes were also experienced in reference to the question of a free meal, fine for volunteers but employees should pay for their own.

V. Potential Problems Anticipated

The professionals were asked what they considered as potential problems in utilizing the elderly in child welfare services. An overwhelming majority saw transportation as a problem (62). Problems with the staff, clients' resistance

and administrative problems were also seen as areas of concern. The professionals expressed their fears that perhaps understaffing might not allow sufficient training of the elderly nor sufficient supervision of their work and performance. Attendance, placement and utilization problems ranked next as areas of concern for these caseworkers. (See Table 6)

Only 15 professionals envisaged any further problems utilizing the elderly. One area of concern was that the elderly might prove to be more of a hindrance than a help, followed by concern that the staff might need convincing to use older people. Some said that effective initiation of the program would be difficult, and concern that the confidentiality of the case might be harder to ensure, were also mentioned as areas of concern. (See Table 7)

TABLE 6

RANK ORDER OF POTENTIAL PROBLEMS ENVISAGED IN USING OLDER PEOPLE IN SOCIAL SERVICES

n=95

	n
Transportation Problems	62
Problems w/Staff	38
Clients' Resistance	38
Administrative Problems	35
Attendance	34
Placement Problems	28
Utilization Problems	28
Any Others	17

TABLE 7

RANK OF OTHER POTENTIAL PROBLEMS n=15

RANK	PROBLEM	n
1	Elderly might be more of a hindrance than a help	6
2	Convincing staff to use the elderly	5
3	Effective initiation of program	3
4	Confidentiality of the case	1

Problems Between Older People and Clients

The caseworkers were asked if there were any racial, class, religious or ethnic combinations they felt would present problems between older people and clients. They were also asked to list those problems.

While 69 caseworkers felt that possible prejudices, belief systems, or class position (on the part of either older people or the clients) might cause problems, 47 of this number declined to list specific combinations. Those latter preferred to allow as much flexibility as possible as long as both the clients and the elderly complimented each other. Here the role of the caseworker becomes important in "pairing up" older workers or volunteers with clients in need of services.

VI. Thoughts on Children

The professionals were questioned as to their thoughts on children. Most (47) disagreed that children should be hit by adults when all other methods of discipline failed. The same number disagreed with the statement "When I'm dealing with younger persons, I want them to do what I tell them". There was, however, some uncertainty on this issue and a sizeable group agreed with the statement. Only one respondent disagreed with the statement that kindness and

understanding are more effective methods of dealing with problem children. A majority (50) agreed and nearly a third of the group strongly agreed.

A majority of respondents felt that it was more difficult to keep one's temper with a problem child. And similarly, the majority of respondents felt that what children need most is love, attention and respect from adults who are close to them. In this matter the consensus of opinion was most pronounced. Caseworkers also expressed a belief that in dealing with children it is better to be gentle than harsh. Respondents did not feel that obedience and respect for authority are the most important virtues children should learn. However, almost as many disagreed with the statement as strongly agreed.

The respondents in this sample displayed a general disapproval of corporal punishment as a means of discipline for children. The respondents in general favor looking at the child as an individual with rights and a degree of self-determination with the ability to make certain decisions.

Most respondents (63) felt that it was no more difficult to get along with children from a different social class. However, there was less consensus on the question of getting along with children from other races. While a majority did not feel it to be particularly difficult to get along with children from other races, almost one third of the sample perceived racial differences as a potential problem in dealing with children. (See Table 8)

TABLE 8

RESPONSES OF PROFESSIONALS AS TO THEIR THOUGHTS ABOUT CHILDREN n=95

	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree
Children should be hit by adults	1	11	7	47	29
Want children to do as I tell them	2	27	15	47	4
Kindness and understanding more effective	31	50	13	1	0
No more difficult to keep temper with problem child	3	12	1	59	20
Looking after children demands too much of me	2	9	7	60	17
Children more of a burden than a blessing	2	1	2	50	40
Obedience and respect most important virtues	1	18	6	49	20
Hard to get along w/kids from different social class	2	3	3	63	24
Children need most is love and attention	45	47	1	1	1
Easy to get along with kids from other races	3	57	3	31	1
Better to be gentle than too harsh	19	59	14	2	1

VII. Relationship Between Staff and the Elderly Volunteers or Paid Workers

The professional staff was asked to respond to seven Likert-type items on the Role Scale (See Appendix A, question 32). In this scale, the subjects could answer on a five-point interval, ranging between strongly agree to strongly disagree. The results are depicted in Table 9.

Professionals were asked what role the elderly volunteer or part-time paid Social Service Aide would play in their agency. Most of the professional respondents felt that staff needed training dealing with the elderly. Strong agreement was voiced by many; very few respondents were uncertain on this issue.

TABLE 9

RESPONSES OF PROFESSIONALS ON HOW THE ELDERLY WOULD GET ALONG WITH PROFESSIONAL STAFF

	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree
(1) The staff at the site where I serve needs (would need) training in dealing with the elderly volunteers or lay therapists.	22	42	7	23	-
(2) The staff here (would do) does everything possible to make the seniors feel wanted.	16	37	37	5	-
(3) Seniors (would) have little opportunity to use their abilities in this organization.	-	9	16	55	15
(4) The professional staff and the seniors here (would) work well together.	5	55	32	3	-
(5) In general, the lives of the seniors who got involved (would) change for the better as a result of their experience with this agency.	11	45	38	1	-
(6) The staff here (would) perceive seniors (especially those paid for their services) as a potential threat to their jobs.	1	8	6	59	21
(7) If the paid staff here ever went on-strike the elderly volunteers/lay therapists would be encouraged to cross the picket line.	3	16	27	40	8

A number of respondents agreed that the staff at their agency would make the seniors feel wanted, though an equal number were uncertain on this issue. A majority of professionals said that with proper training the staff and seniors would work well together; they also agreed that the seniors' lives would change for the better as a result of working in the organization; however, there was more uncertainty on this issue than on any other.

Professionals did not see the seniors as a job threat to regular staff and did not believe that they would be encouraged to cross the picket line if paid staff ever went on strike; but, there was some uncertainty here and 19 thought seniors would be encouraged to cross the picket line. Most professionals did not feel that the seniors would prove to be a threat to their jobs, but there were some who did voice concern on the issue.

VIII. Attitudes Toward Aging and Older Workers

The professional staff was asked to respond to ten Likert-type items to which they could check one of five points ranging between strongly agree to strongly disagree. The results are depicted in Table 10 below.

TABLE 10

RESPONSES OF PROFESSIONALS TO THE OLDER WORKERS SCALE

n=95

	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
1) Older people are harder to train for jobs than younger people.	-	15	21	54	4
2) Older people are absent from work more often than younger persons. (under age 30).	-	9	8	67	11
3) You'll find that the employees who are most loyal on the job are older workers.	4	44	23	23	1
4) In a case where two people can do a job about the same, I'd pick the older person for the job.	1	15	47	30	1
5) An older person usually turns out work of higher quality.	-	14	38	41	2
6) I believe that older people cooperate more on the job.	-	24	40	30	-
7) Supervisors find it hard to get older people to adopt new methods on the job.	1	35	29	29	1
8) Older people should be forced to retire to create positions for younger persons.	-	3	4	49	39
9) How long a person has worked in a company should count more than the amount of work he/she turns out.	-	3	4	49	39
10) Elderly people would prefer to continue working if work rules were developed which addressed their needs.	9	70	10	5	1

The professionals were also asked to respond to 11 Likert-type items which measured attitudes toward aging. Once again the choices ranged between strongly agree and strongly disagree.

On the whole, the professionals surveyed tended to have a favorable attitude to the elderly. They tended to disagree with the negative statements such as: seniors are too set in their ways, older people have too much power, and older people are constantly complaining. The professionals also did not agree with stereotypes regardless of whether the direction of the bias was positive or negative. These stereotypes were: older people are alike, most older people are cheerful, and so forth, as described in Appendix C. They also do not favor housing segregated by age and they personally felt afraid of getting older because of the way older people are treated. (See Table 11).

On the other hand, the professionals tended to agree with the following statements: older people are no different from anybody else, they are capable of new adjustments, and they should be allowed to continue working. They also agreed with the statement: "With proper training, most older people are qualified to get involved in child care projects like the Foster Grandparent program, etc." This is consistent with the finding reported earlier that demonstrated the willingness of these professionals to permit the elderly to work with various target groups of children.

On the whole, the generally positive attitudes toward aging expressed by this sample demonstrates that a program utilizing the elderly in child welfare would be favorably received. However, there was a group among this sample whose attitudes were less than favorable, indicating that orientation to aging should be included in the training sessions conducted for professionals prior to implementation of a model program.

The majority of respondents felt that seniors were not harder to train for jobs than other workers nor did they feel that seniors were absent more often. A fair number of respondents felt that seniors were more loyal on the job. However, less distinct patterns of response are to be found over the issue of seniors finding it harder to adopt new methods. Thirty-five respondents said it was harder for the elderly to adopt new methods on the job and an equal number of respondents expressed uncertainty over the question as disagreed with it. Strong consensus was expressed on the question concerning forced retirement. Only 7 respondents felt the elderly should retire or expressed degrees of uncertainty over this issue. The vast majority thought that seniors would prefer to continue working if work rules were developed which addressed their needs. A similarly large group said that seniority with a company should not count more than the amount of work the elderly worker puts out.

The respondents then, were sympathetic to the problems confronted by the older person facing retirement. While the respondents were willing to make some allowances for the elderly in redeveloping job rules, they were not prepared to accept the older person in the work place if that person did not put out a fair share of work.

Caseworkers did not see the elderly as being especially different from any other group of workers, nor did they feel special favors should be accorded to them because of their age. Providing the work is done, caseworkers do not envisage any particular problems in their utilization, neither do they see any particular advantages to the utilization of elderly volunteers as opposed to volunteers of other ages.

There was little concensus over the issue of older people finding it harder to adopt new methods on the job. While 36% of the group felt that older people would find it harder to accept new methods, more than 60% expressed either uncertainty or disagreement on the issue.

An interesting subject for a future study would be the related questions:

1. How does the attitude toward aging on the part of professional staff influence the success of a program utilizing the elderly in child welfare services?
2. Will the attitudes of professionals in child welfare change over time once the elderly become involved in child welfare services?

TABLE 11
RESPONSES OF PROFESSIONALS TO
THE AGING SCALE n=95

	Strongly Agree	Agree	Unsure	Dis-Agree	Strongly Disagree
(1) It would probably be better if most old people lived in residential units intended solely for senior citizens.	-	8	4	47	36
(2) Most old people are really no different from anybody else.	15	64	3	13	-
(3) Older people are too set in their ways, they don't want to change.	-	15	19	55	6
(4) Old people have too much power in business and politics.	1	10	14	60	10
(5) Most old people are capable of new adjustments when the situation demands it.	6	63	21	5	-
(6) There are a few exceptions, but in general most old people are pretty much alike.	-	13	3	60	19
(7) Most old people are cheerful, agreeable, and good humored.	-	20	28	37	10
(8) Most old people are constantly complaining about the behavior of the younger generation.	1	27	8	54	5
(9) The way the elderly are treated today makes me afraid of getting older.	20	45	10	17	3
(10) Older persons should be allowed to work in order to keep out of debt.	14	69	5	7	-
(11) With proper training, most older people are qualified to get involved in child care projects like the FGP, etc.	25	61	7	2	-

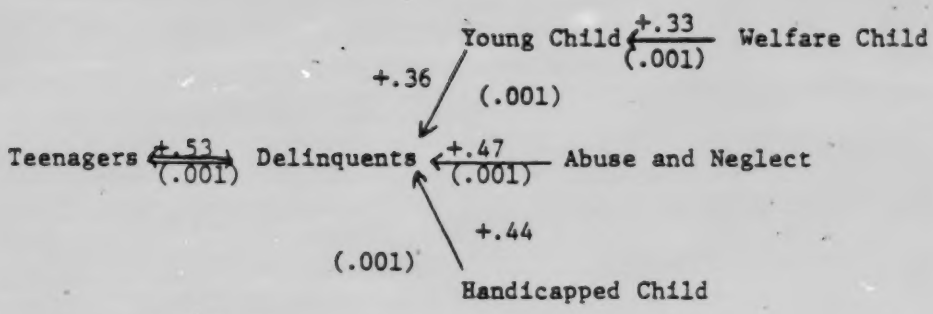
WILLINGNESS TO USE OLDER PEOPLE IN CHILD WELFARE SERVICES TO WORK WITH CLIENTS, RELATED TO THE AMOUNT OF TIME A PROFESSIONAL HAS BEEN WITH THE AGENCY

A Pearson correlation matrix was developed for the 6 items which measured the willingness of professionals to use older people to work with a variety of client target groups. All of these items were highly correlated in a positive direction. The highest of these positive correlations are depicted in the cluster shown in Figure 1. The plus score equals Pearson's r; significance level is in parentheses.

Figure 1

Cluster of Linked Items on the Willingness Scale

n=95



Since all of these items in the willingness scale were inter-correlated, a new variable, the total willingness to use older people (TOTAL W), was created by summing the 6 items. The TOTAL W variable had a possible range of scores from 6 to a maximum of 30.

Several of the items on the willingness scale had correlated highly with the variable "time with the agency". Therefore, a partial correlation was calculated between the new TOTAL W variable and time with the agency (TAGENCY). These two variables correlated at r= +.23 which was significant at the .02 level. This would lead to the conclusion that time with the agency had a direct relationship

with the willingness to permit the elderly to work with clients.

There was suspicion that this relationship might be spurious. Both of these variables also correlated significantly with two items on the role scale.

Role Scale 6:
The staff here would perceive seniors (especially those paid for their services) as a potential threat to their jobs.

And Role Scale 7:
If the paid staff here ever went on strike the elderly volunteer/lay therapists would be encouraged to cross the picket line.

The correlation matrix, using zero order partials, was created among the variables TOTAL W, TAGENCY, RSCALE 6, and RSCALE 7. This matrix is shown in Table 12.

TABLE 12

CORRELATION MATRIX FOR TOTAL W, TAGENCY, RSCALE 6, AND RSCALE 7 FOR PROFESSIONALS IN CHILD WELFARE SERVICES

	TOTAL W	TAGENCY	RSCALE 6	RSCALE 7
TOTAL W	____	.2317	-.5146	-.4996
TAGENCY		____	-.5547	-.3995
RSCALE 6			____	.8962
RSCALE 7				____

The two Role Scale items correlated at .89, which means that these items were measuring the same concept, i.e., job threat. When the effect of these two items was controlled the correlation between the willingness to use older people (TOTAL W) and the amount of time these professionals had been with the agency (TAGENCY) was no longer significant. (r= -.05).

When one controls for the effect of job threat of elderly volunteers or lay therapists to paid professional staff, the willingness to use these added workers is similar, irrespective of the length of time the professionals have been with the agency. This is very important because the question of the perceived job threat of volunteers and paraprofessionals is one that can be controlled, at least to some degree, by management. The roles of the professionals, paraprofessionals and volunteers must be clearly defined. Overlaps in job specifications and the job functions they represent should be eliminated.

The question of job threat in using volunteers may be a more important consideration when the age of the volunteer parallels that of the professional staff, especially in times of increasing caseload, attrition and/or cutbacks in staff. For example, utilization of younger unpaid volunteers and student interns (many of whom seek such assignments to gain work experience in hopes of eventually joining the agency) may provoke fears in already harried caseworkers.

This hypothesis is, however, an appropriate subject for future study. In any case, as has been documented above, the caseworkers do not perceive the elderly as a threat, perhaps because they feel older people are less likely to replace them, given the general tendency in society today of age discrimination in hiring and the widely held perception that older people have "worked enough" and are not interested in full-time work.

Of course, many older people would be interested in a second or new career on the professional staff of the agency. Indeed, all efforts should be made to recruit those seniors willing and able to be part of the organization.

TOTAL WILLINGNESS RELATED TO JOB STATUS AMONG DYFS PROFESSIONALS

The mean total willingness score for the population was 27.16 for the 86 respondents who answered each of the questions. The mean total willingness score of the 52 workers was 26.25, while that of the 34 supervisors was 28.55. This difference of 2.30 in the mean total willingness score was significant at the .01 level using a two tailed t-test with 84 degrees of freedom.

The difference is large enough to conclude that supervisors are more willing to use the elderly in child welfare services than are the workers. The implications of this finding are important. Workers in any field are more wary of innovations that directly affect the day-to-day responsibilities of their jobs. Social workers are no exception.

The supervisors included in this study are only indirectly concerned with the day-to-day reality of casework. To the social workers, on the other hand, the question of using older workers is real. When they wonder how clients will react, they have specific clients and reactions in mind. Therefore, it is understandable that these two populations would differ on the willingness to use older people.

A relationship did exist between job titles and willingness to use older people in child welfare services. On the other hand, we found no statistical evidence of a relationship between job title and the opinion as to whether or not most seniors could qualify for work in child welfare services. Here the supervisors and workers agreed that the seniors would be qualified.

The distribution in Table 13 are remarkably similar, leading to the conclusion that these variables are statistically independent. Workers and

supervisors were in agreement that seniors were qualified to become involved in child welfare services, even though these two groups differed in their willingness to assign the elderly to work with specific target groups.

TABLE 13
RELATIONSHIP BETWEEN SUPERVISORY STATUS OF PROFESSIONALS AND WHETHER OR NOT THEY FELT SENIORS WERE QUALIFIED
n=85

	Strongly Agree	Agree	Uncer-tain	Dis-Agree	Strongly Disagree	Total
Workers	14	35	2	1	-	52
Supervisors	8	21	4	0	-	33
	22	56	6	1	-	85

Chi square = 2.12 with 3 d.f. $p < .54$

The difference between supervisors and workers is important to keep in mind when programs to utilize the elderly as aides are designed. The opinions of the workers must be solicited at all stages. Indeed, the workers should be responsible for making choices regarding placement.

Just as with any innovative program, the initiation of the utilization of the elderly in child welfare services should not be imposed on the workers from above. Such an imposition can result in failure of a program. Ultimately, a lack of concern for the will of the caseworkers can only affect the quality of service to clients, the very people who would have benefited from a well designed, responsive program.

Working with Children of Other Races

Of the 95 professional staff respondents, 68 were white and 27 non-white. All respondents were asked to respond to the following Likert Scale item.

"It is easy to get along with kids from other races than my own."

The respondents could indicate their level of agreement or disagreement on a five point scale. The results are shown in Table 14 below.

Table 14

PROFESSIONAL STAFF RESPONSES TO CHILDREN SCALE

ITEM 11, BY RACE n=95

Race	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
White (68)	2	48	1	16	1
Non-White (27)	1	9	2	15	0

There was a greater tendency among the non-white professional staff to disagree with this statement. Although not directly related to our present study, this finding was significant using chi square test at the $p < .01$ level with 4 degrees of freedom.

The conclusion follows that non-white professional staff tend to disagree with the statement that it is easy to get along with kids from other races than my own, while the whites among the professional staff tended to agree with the statement. Is it possible that non-whites are more attuned to the realities of such an issue than are whites? Or, is this just a stereotypical response we should expect from this population?

XI. SUMMARY

Ninety-five professionals employed at the New Jersey Division of Youth and Family Services were interviewed between November and December, 1977. The interview was designed to ascertain the opinions of these subjects as to the feasibility of utilizing the elderly in child welfare services.

In general, the professionals were predisposed to using the elderly in child welfare services. They preferred targeting the older person to work with young children as opposed to teenagers, and children with less severe problems as opposed to more serious cases. Also, while there was a preference expressed toward group settings such as working at day care centers, the professionals would place older people in a variety of locations including a client's home.

Throughout the interviews, respondents had stressed the need for flexibility in program design. For example, the maximum number of hours that these professionals felt the elderly should work or volunteer ranged from a low of six to a high of forty.

There was, however, a general consensus that hours commitment of the elderly should center around twenty per week, and that older volunteers should receive compensation ranging between $1.66 - $2.30 per hour, roughly equivalent to the Foster Grandparent Program. Also, in their eyes, the volunteers should be provided a free meal and free transportation.

Regarding elderly part-time paid-aides, the professionals had a slight preference for paying the salary range of $2.30 - $3.29, just above minimum wage and roughly equivalent to the wages paid in the Green Thumb Program.

They felt that the older aides, whether part-time or full time, should receive essentially the same benefits as regular agency employees.

The interrelated variables of supervisory status and time with the agency did appear to have an impact on the willingness to utilize the older people.

Workers and those with the agency for a short amount of time showed greater concern than supervisors and those with greater experience. However, further analysis demonstrated that when the impact of the perceived job threat is controlled the two variables are statistically independent.

This led to the following recommendations: Management of an agency planning to implement a program utilizing the elderly as either volunteers or para-professionals must clearly delineate the roles of all staff whether they are on-line professionals, clericals, volunteers, or part-time aides. Further, management must not impose this program on the workers, but the workers must be incorporated into all stages, including planning, training and placement.

FIGURES 2-7

DEMOGRAPHICS OF DYFS PROFESSIONALS
N=95

Figure 2
SEX

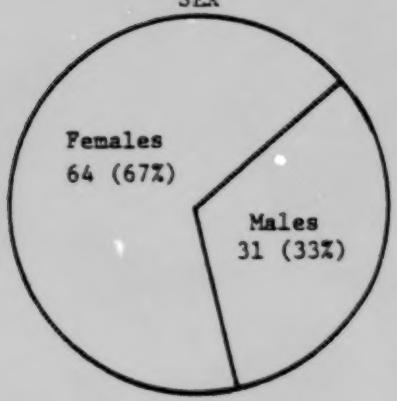


Figure 3
RACE

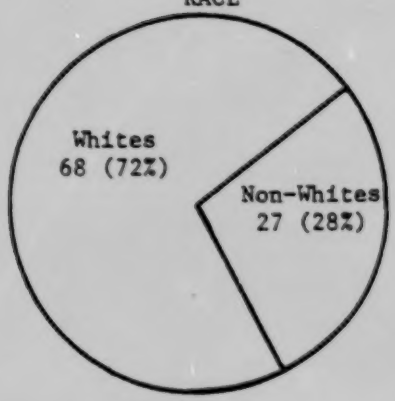


Figure 4
NEIGHBORHOOD OF RESIDENCE BY CLASS

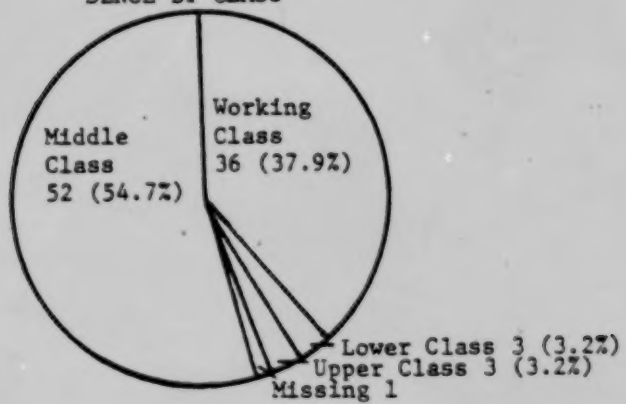


Figure 5
AGE BY 5 YEAR INTERVALS

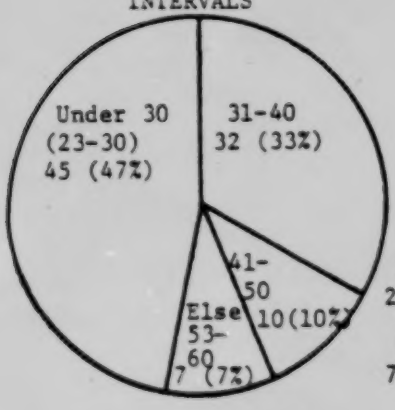


Figure 6
EDUCATION BY HIGHEST DEGREE EARNED

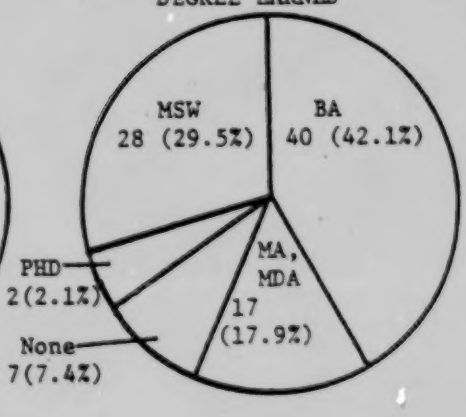
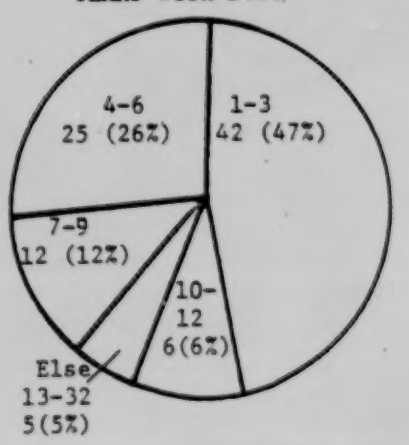


Figure 7
YEARS WITH DYFS



CHAPTER 4

PARTICIPANTS vs NON-PARTICIPANTS: A COMPARISON BASED ON VARIOUS DEMOCRAPHIC, SOCIO-ECONOMIC AND ATTITUDINAL FACTORS

I. INTRODUCTION

The material in the following section is an attempt to elucidate some of the more significant variables which came into play when comparing participants and non-participants (See Definition of Terms, page I-2). Information is presented on all the elderly our survey covered, the general sample population (n=395) and the subsample (n=72). Within the entire sample there were 159 participants and 308 non-participants.

The comparisons were made on the basis of demographic variables including sex, race and education (see Table 1) and certain attitudinal variables which were considered important in our investigation. Attitudinal variables included cultural tolerance, social isolation and tolerance for children (see Table 2).

Following the comparison of participants and non-participants, the former group will be broken down by type of participation; that is, older people in the worker programs compared to those participants categorized as volunteers. An analysis of these two subgroups will parallel that initially presented in the discussion of participants and non-participants. Demographics and attitudinal factors will be presented with differences between the two populations discussed and analyzed.

II. PARTICIPANTS vs NONPARTICIPANTS DEMOGRAPHIC FACTORS

Sex

There was a significant difference in the levels of participation of men and women. While only 28% of males were participants 38% of females were involved in worker or volunteer programs of one kind or another. Significant at the $p < .05$ level, females display a somewhat greater potential to participate than do males.

This could be due to traditionally higher levels of community participation by many women and a continuation of such activities into later years. Males have traditionally been expected to be the breadwinners of the household and so their level of involvement in community affairs tends to be lower. This finding may also reflect a need among women for creative opportunities outside the home, opportunities which because of job discrimination have often led women to accept unpaid volunteer work as an outlet for creative expression and personal fullfillment.

Race

Race proved to be a significant variable in distinguishing participants from non-participants. Of all non-whites responding to the question almost half, 46%, were participants. Among the white population surveyed, however, only one out of three respondents was a participant in a volunteer or worker capacity. Significance was at the $p < .05$ level.

Thus, non-whites in our sample population were more motivated to participate in worker or volunteer programs than were whites. It is fair to assume that non-whites on the lower end of New Jersey's income scale are more likely to

seek activity that will provide them with some form of compensation in the form of money or even a free meal in order to supplement their Social Security payments. As a result of racial discrimination, non-whites are less likely to have the relative economic advantages of pension payments or some saved money and perhaps more likely to get involved in those programs offering a stipend or wage for voluntaristic activity. It is important though not to over-emphasize the advantages of one social group over another; the elderly in our sample showed little variance in their income levels and in general manifested many of the problems connected with living on a fixed income.

Education

There was a significant difference in the levels of educational achievement of non-participants and participants.

Thirty-one percent of the participants had finished college or attended some college classes, while only 12% of non-participants had a similiar educational background. Furthermore, although the non-participant group had only 5% finish college, the participant group had almost 18% who finished. While 88% of non-participants had a high school education or less, only 69% of participants were similarly educated. Higher levels of education, therefore, have an impact on the likelihood of an individual to participate in an older worker or volunteer program.

Several reasons could account for this direct relationship between higher levels of education and participation rates. The college education might increase an individual's sense of self-confidence and self-worth. This, in turn, may enable an elderly person to go out into the community and contribute skills, knowledge and experience, being confident that he or she does have

worthwhile, valuable contributions to make. It is also probable that the college environment and education may have encouraged an awareness of the larger community and a greater propensity to become involved with it.

Health

Health, significant at the $p < .05$ level, was also a major factor distinguishing participants from non-participants. More than 3/4 of the participants considered their health to be excellent to good. By contrast, only a little more than half of the non-participants felt their health to be at this standard. (In comparison only 23.9% of participants felt their health to be fair to poor while 46.4% of the non-participants considered themselves in this category.)

It seems fair to assume that the act of participating in volunteer or worker programs encourages older persons to think more positively about themselves. The act of social interchange allows an individual less time to internalize and brood over problems and encourages the more positive self-view which is so closely related to good health. Bengtson and Kuypers[1] Social Breakdown and Reconstruction Syndromes are relevant here. (See Figures 1-3).

For them, older people are vulnerable to a cyclical system in which they are denied positive feedback. Instead, older people accept negative stereotypes about aging, their role in society and ultimately, about themselves. This leads older people to adopt a dependent role, developing a "new self" which perceives itself as inadequate and/or sick. (See Figure 1).

However, Bengston and Kuypers "Social Reconstruction Model" (See Figure 2) suggests that rebuilding the social and psychological world of those "broken down" is possible through intervention in the social situation. Carrying

this a bit further, Payne and Mazur[2] project a "Social Restructuring Syndrome". As depicted in Figure 3, these latter theorists seek to recycle skills and values surrounding work and time. They suggest intervening before "social breakdown" occurs by motivating older people and society to discover age-appropriate, meaningful roles for seniors.

As mentioned, our data indicate that a much higher percentage of participants in volunteer or worker programs see themselves as having good to excellent health. A finding which should be subjected to further investigation.

FIGURE 1

THE SOCIAL BREAKDOWN SYNDROME: A VICIOUS CYCLE OF INCREASING INCOMPETENCE

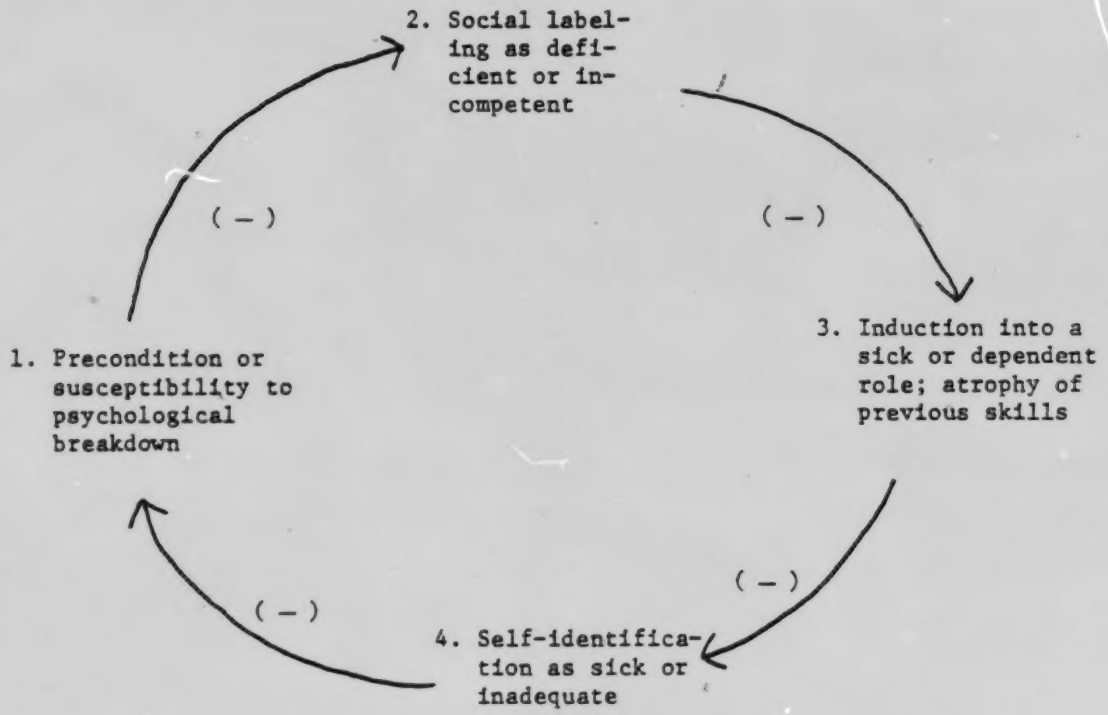

2. Social labeling as deficient or incompetent
(–)
(–)
3. Induction into a sick or dependent role; atrophy of previous skills
1. Precondition or susceptibility to psychological breakdown
(–)
(–)
4. Self-identification as sick or inadequate

FIGURE 2

THE SOCIAL RECONSTRUCTION SYNDROME: A BENIGN CYCLE OF INCREASING COMPETENCE THROUGH SOCIAL SYSTEM INPUTS

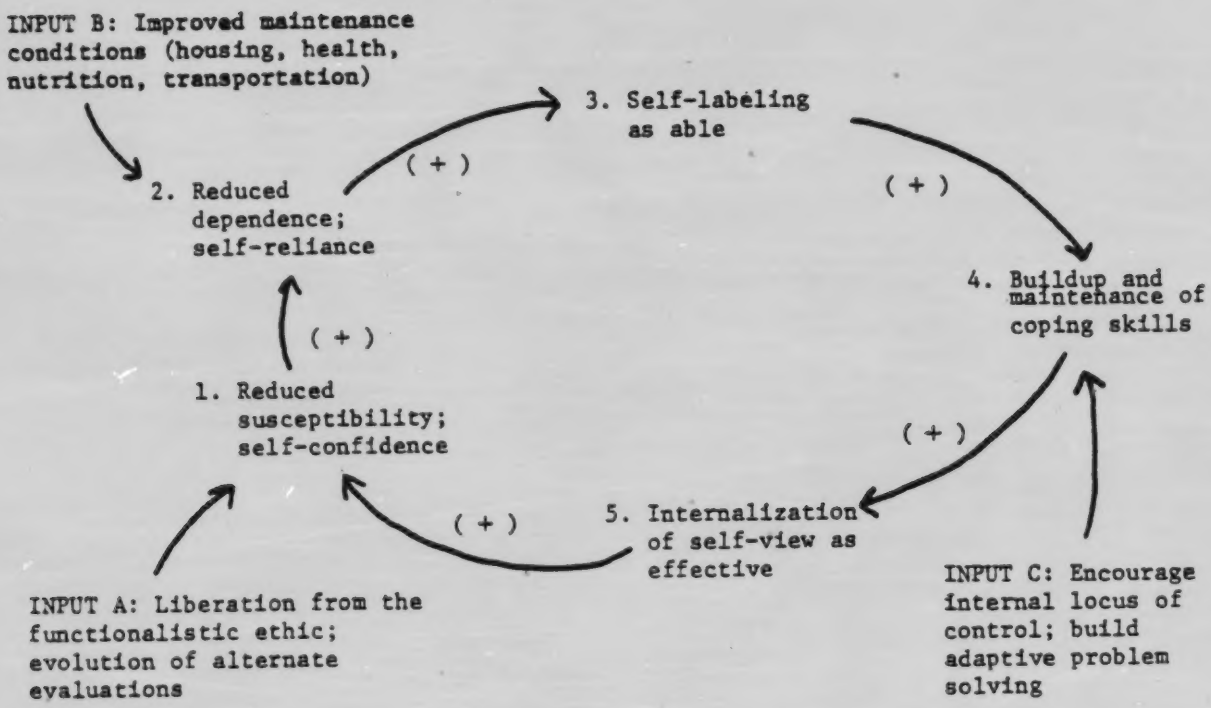

INPUT B: Improved maintenance conditions (housing, health, nutrition, transportation)
3. Self-labeling as able
(+)
2. Reduced dependence; self-reliance
(+)
4. Buildup and maintenance of coping skills
(+)
1. Reduced susceptibility; self-confidence
(+)
5. Internalization of self-view as effective
INPUT A: Liberation from the functionalistic ethic; evolution of alternate evaluations
INPUT C: Encourage internal locus of control; build adaptive problem solving

FIGURE 3

SOCIAL RESTRUCTURING SYNDROME: A RECYCLING OF VALUES AND SKILLS THROUGH SANCTIONED SOCIAL ROLES

INPUT B: Volunteer services contribute to improved maintenance of self and others (Homemaker services, shopping, meals, transportation, informal friendship networks)
INPUT C: Feedback from recipients of volunteer services, agencies, and the community. New reference groups.
3. Self and social labeling as able and resourceful
(+)
2. Reduce dependence create a new interdependence
(+)
4. Maintenance of skills. Personal growth and development.
(+)
1. Recycle role skills through age appropriate roles. Prestige (sanction from peers and community) and power resources (something to exchange)
INPUT D: Social and psychological stimuli from the volunteer setting
5. Internalization of New Roles: Self-view as socially significant and effective
(+)
INPUT A: New volunteer role: combine skills from previous roles in work, family, recreation, volunteering, community organizations. Provides new setting for performance of previously learned roles. A social sanctioned and clearly defined role.

Age

Among participants nearly 47% of the group was between the ages of 66 and 72. Only 22% were between 60 and 65 and 30% were between 73 and 80. Among non-participants, however, there is a steady decrease in the number of those participating as age increases.

The need for involvement and activity is felt most during the first few years following retirement; the first effects of not working have worn off, a period of inactivity sets in and the need for involvement becomes most acute. Non-participation steadily increases with age as older people are withdrawn more and more from community involvement, their perception of their potential contribution diminishes with decreasing opportunities, and their actual or perceived deterioration of health status overwhelms many. This vicious cycle of socially imposed disengagement often leads to increasing amounts of inactivity, isolation and anomie for many older persons.

On the surface, this decrease in participation would seem to lend credence to the much disputed theory of disengagement espoused by Cumming and Henry. However, the differences between participants and non-participants and the disparities in levels of engagement that they present should be closely observed. Clearly, some elderly do not experience the self-perpetuating disengagment of Cumming and Henry, but in fact increase their levels of engagement during their mid-60's to early 70's and then gradually assume less engaged levels of activity. We would argue the disengagement theory tends to apply more specifically to the approach of death rather than old age and retirement. Our study demonstrates that if more opportunities were provided for the nation's elderly their overall levels of participation and involvement would significantly increase. It is discriminatory retirement policies, the lack of sufficient meaningful activity, and age discrimination in employment

which forces many of the nation's elderly into conditions of increasing disengagement. This condition is not actively chosen but is rather the only avenue open to many older people. Victim blaming, and theorizing which looks at a moribund social phenomena and then sleepily reports "Well, this is the way things are" distort our ability to solve these problems while relieving our collective conscience of the responsibility to correct the these socially created pathologies.

Part of the problem with studies such as those supporting disengagment rests in the instrument used to measure engagement. The reliability of an instrument which asks 65 year old respondents to recall their activity level at 45 and compare it with today's activities must be questioned. Our experience has indicated that respondents of any age are hard-pressed to accurately recall the type of information requested by the disengagement schedule, even when limiting the recall period to even a few weeks. Another problem of these studies relates to the sample used. If age is a critical variable to the disengagement theory, then the age range should be maximized.

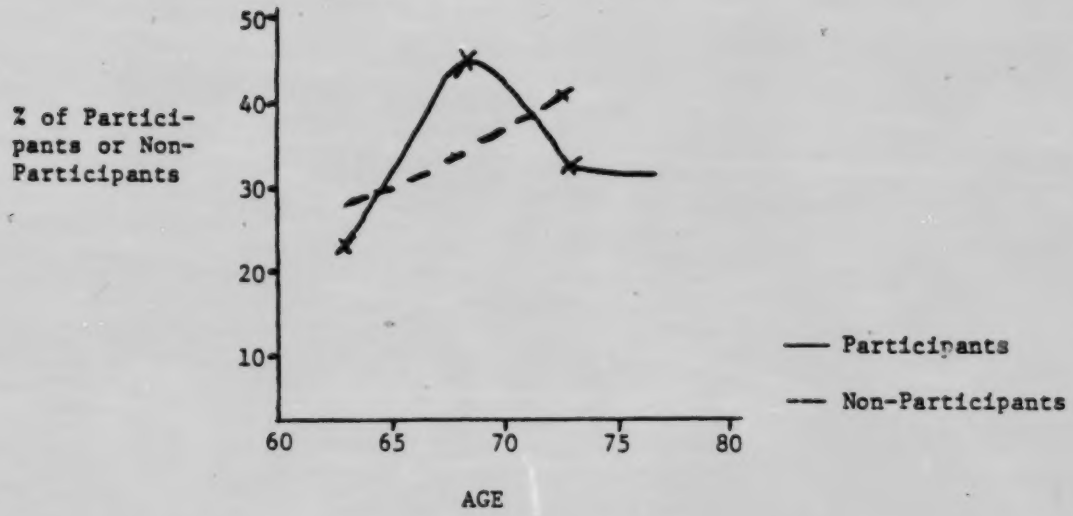
Within this present study, we have a substantial age range, 60-80 years, of a randomly drawn sample. Therefore it is not surprising that some evidence of "disengagement" was found among non-participants. It is suggested that even stronger support would be found for a study which grouped older people in the ranges; 50-60 years, 60-80 years, and 80 and above. Stronger support might also be found if the surviving members of Cumming and Henry's original sample would be located and analyzed.

The following graph compares age and participation rates between the participant and non-participant population. It indicates that for all those participating in either a worker or volunteer capacity participation steadily

increases among the population until the late 60's when activity gradually begins to fall off. Among the non-participants, however, there is a steady increase in the numbers of people who are uninvolved as age progresses.

FIGURE 4

GRAPH REPRESENTING AGE AND PERCENTAGES OF PARTICIPANTS AND NON-PARTICIPANTS. BASED ON ENTIRE POPULATION SURVEYED



Age was significantly related to extent of participation. Chi Square was 8.81438 and $p < .05$.

When controlling for sex the same findings were observed. The majority of women (47%) were participants between the ages of 66 and 72 falling off in numbers (27%) between the ages of 73-80. Rising from 15% of the male population surveyed between the ages of 60-65 to 45% between the ages of 66-72, the participation rates for males fell to only 39% between the ages of 73-80. For male/female non-participants, the same general trends were observed; an increasing number of non-participants as age increased.

Almost half the participants in both volunteer and worker programs were between the ages of 66 and 72. The vast majority, 120, said that their health was good to excellent while another thirty-eight considered their health to be fair to poor. Though not statistically significant, 85% of those in the worker program considered themselves in good to excellent health as compared to 73% of those belonging to a volunteer program. It appears, then, that the added element of pay and the somewhat more strident demands of a job program has a tendency to effect self-perception of health status.

Marital Status

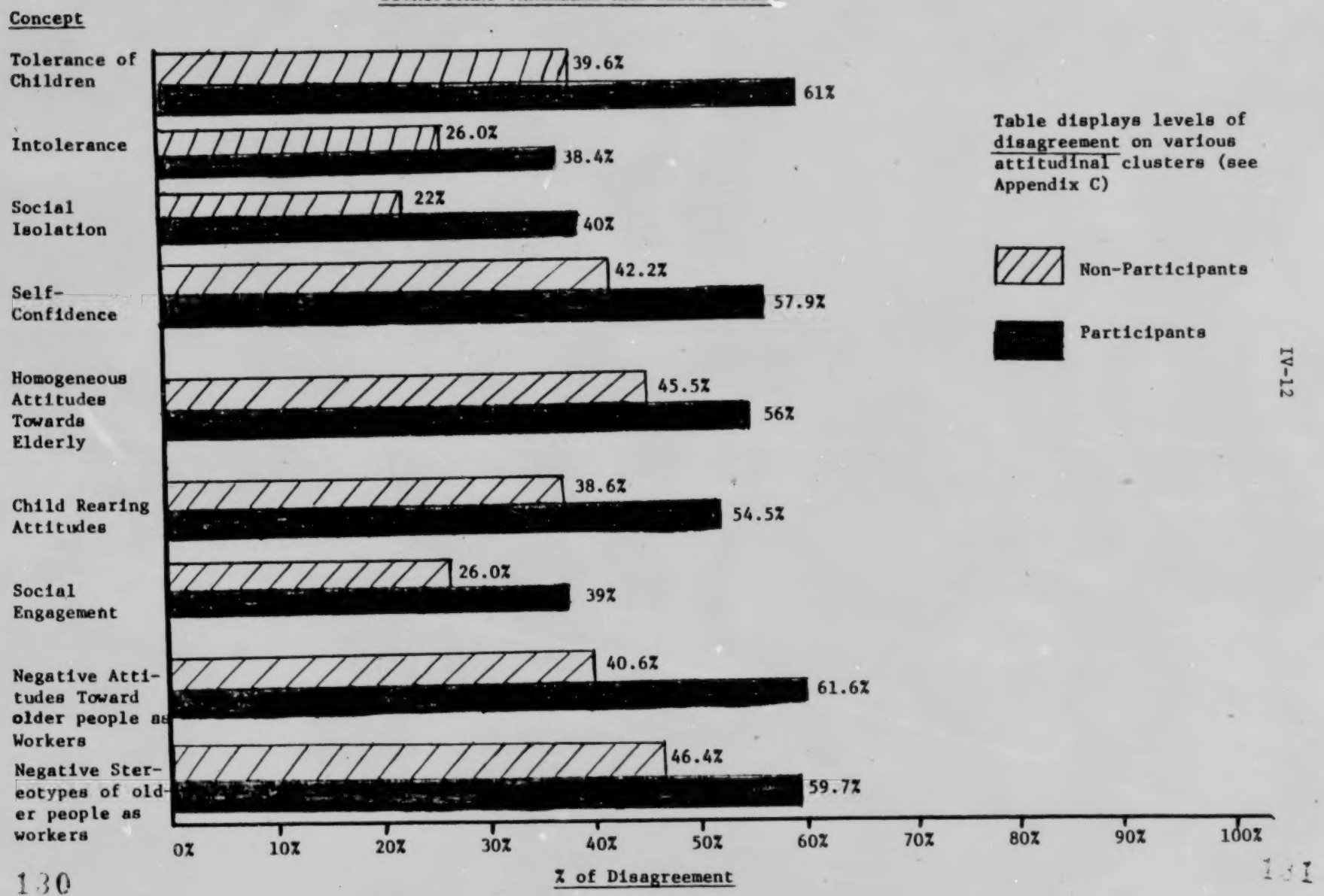
Though not statistically significant, a slight majority of participants were married and living with their spouse (52.2%), the remainder were not married. Of non-participants, a slight majority (55%) were not married with the remaining 45% married and living with their spouse.

There seems to be a slight tendency for participants to be married and living with their spouses. It is possible that for married persons living with their spouses, the decreasing social isolation increases an individual's self-confidence and propensity to participate in activities involving the larger community. On a more fundamental level an extra person in the family might increase the financial strain on the family unit and necessitate a higher income.

Interestingly enough, however, income was not a statistically significant variable in differentiating between participants and non-participants. The majority of both participants and non-participants earned between $100 and $400 per month. Of the 322 responses to the income question, 269 of them, or almost 70% earned below $500 a month.

FIGURE 5

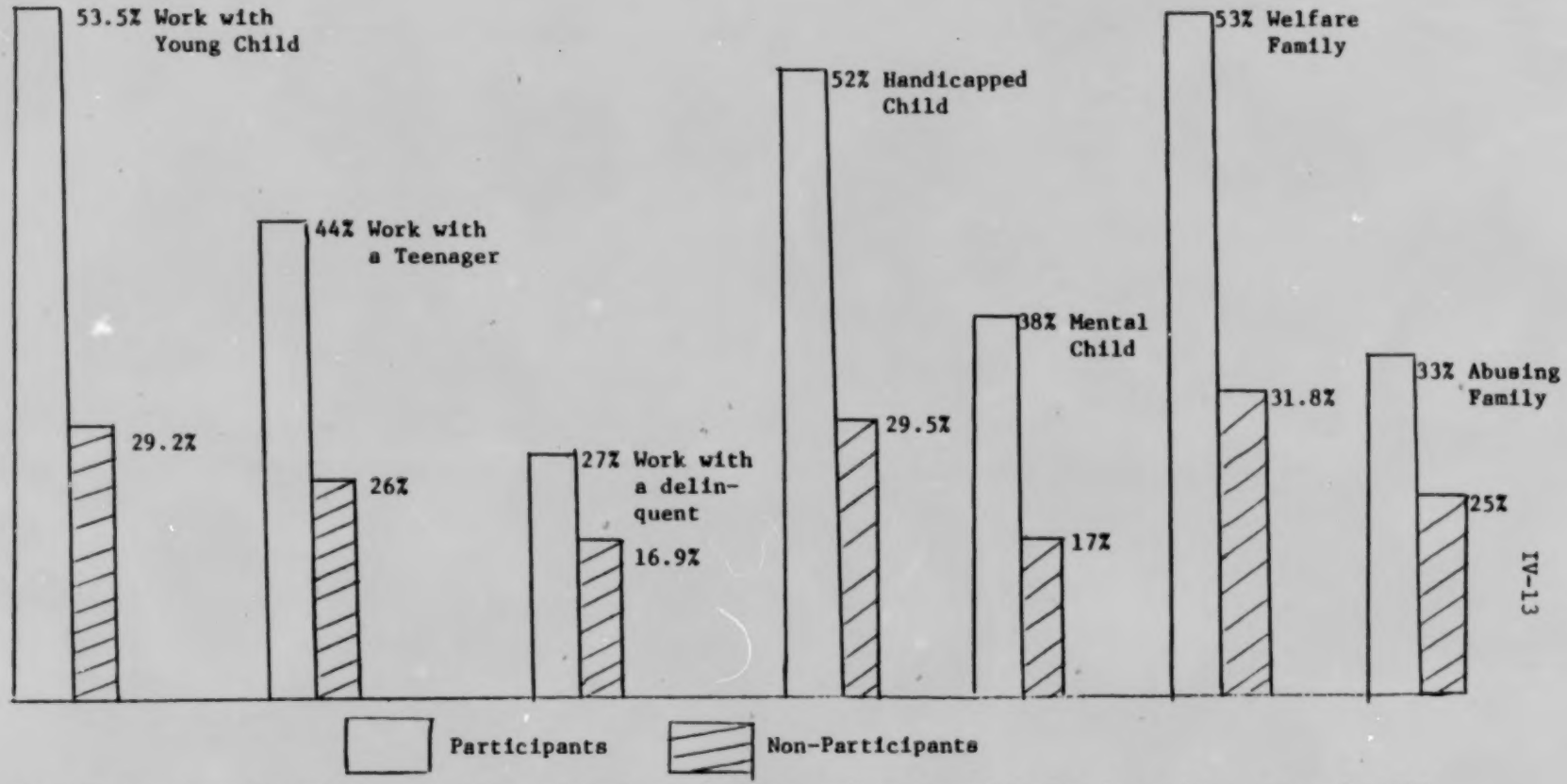
A COMPARISON OF PARTICIPANTS AND NON-PARTICIPANTS ON THE BASIS OF VARIOUS ATTITUDINAL FACTORS. ONLY STATISTICALLY SIGNIFICANT VARIABLES ARE ILLUSTRATED.



IV-12

FIGURE 6

BAR DIAGRAM REPRESENTING THE WILLINGNESS OF PARTICIPANTS AND NON-PARTICIPANTS TO WORK IN CHILD WELFARE



The diagram shows the willingness rates of both participants and non-participants in various areas of child welfare services. Note that in all areas those already participating in volunteer or worker programs are consistently more willing to work in child welfare than those out of the volunteer or work force.

IV-13

Minimum levels of dysfunction were perceived in working with a young child and willingness was highest for this group (53.5% of participants and 29.2% of non-participants). A family receiving welfare (53% of participants and 31.8% of non-participants) and work with a handicapped child (52% of participants and 29.5% of non-participants) ranked almost equally as having minimal levels of dysfunction and therefore a high level of manageability. The elderly, both participants and non-participants, felt more willing and able to work with these groups.

Thus, willingness to work in child welfare services was affected by whether or not an individual was participating in a volunteer or worker program. Further analysis has shown that the type of participation was important, be it participation as a volunteer or as a paid worker. A more indepth discussion of distinguishing variables between volunteers and workers begins in Section III of this chapter.

An attitudinal variable which discriminated most successfully concerned negative attitudes towards the elderly. Here significance was at a $p < .01$ level. Sixty-two percent of participants disagreed with statements that old age is a disagreeable time of life. Only 41% of non-participants felt this way.

There was no similar significant difference between participants and non-participants when investigating positive attitudes towards the elderly. Participants showed a slight tendency though, towards agreement that most old people are no different from anybody else and old age does not necessitate a distinctly different life-style.

This lack of statistical significance among one of social sciences most traditional variables should not come as much of a surprise. Unfortunately, there is little variation in income levels among those on fixed incomes and therefore little variation to subject to statistical analysis.

Attitudinal Factors: Participants and Non-Participants

Willingness to Work in Child Welfare Services

This study attempted to measure varying attitudes considered important in any inquiry into older people working with children. Certain distinguishing attitudinal factors came into play when we compared participants with non-participants. While we will discuss many of the variables used in measuring attitudes, only those found to be statistically significant are graphically displayed in Figure 5. All of the attitudinal variables and several demographic variables are presented without discussion in Table 1 and 2 at the end of the chapter.

Willingness to work in various areas of child welfare services decreased as the perceived level of dysfunctional cases increased; see Figure 6. The level of manageability was the key factor here. Older people felt least willing to work with a delinquent child (27% of participants and 16.9% of non-participants) and then with an abusing family (33% of participants and 25% of non-participants) and there was little willingness to work with a mentally handicapped child (38% of participants, 17% of non-participants). In the minds of our respondents these three groups represent maximum dysfunction and the elderly feel least able to manage the particular problems that work in these areas might present.

Participants tended to disagree more strongly with questions which reflected feelings that the elderly were inflexible in their worldview, domineering and petulant in their dispositions. Non-participants were, however, more accepting of such stereotypes. On the other hand, both participants and non-participants tended to accept positive stereotypes of older people, having equally high scores of agreement on questions like: "most older people are cheerful, agreeable and good humored."

Attitudes concerning social isolation and social engagement had a high level of significance. The participant elderly were able to get out of the house more often and had more contact with families, friends and acquaintances than did non-participants.

Homogeneous attitudes towards the aged or seeing the elderly as constituting a separate social group was a significant variable at the $p < .05$ level. A slight majority, 54.4% of non-participants scored lower on the aging scale by agreeing with homogeneous statements concerning the elderly. However, the majority of participants (56%) scored high on the same scale thus disagreeing with the same statements. In fact, 70% of all those agreeing were non-participants.

The act of participation seems to encourage a more positive self-view. The contact with others, often also of a similar age, can further act to help improve the view of other elderly. Negative stereotypes are less readily accepted and the participants see themselves and others more as individuals with differing characteristics and attributes, rather than as members of a social group with a restricted world view.

Participants and non-participants did not differ significantly on their approach to authoritarianism, both having fairly rigid authoritarian attitudes. However, the two groups did differ significantly in their tolerance of various cultural and racial groups. The non-participant population was quite evenly split with a slightly higher proportion being low in their tolerance of other races and cultures while almost 70% of participants scored high in their cultural tolerance. Quite simply, participation brings the elderly into contact with a greater variety of cultures and races and it seems logical that a degree of tolerance should be fostered. More particularly, however, those who are more tolerant are most likely to offer to participate in the first place. This element of self-selection among more tolerant participants is reinforced by the worker or volunteer experience. It is not that the act of participation alters levels of authoritarianism or rigidity of thought on discipline, which for both groups is high, but rather participation reduces misconceptions and ignorance about other cultures and life-styles.

Highly significant at the $p < .01$ level were responses concerning negative stereotypes of elderly as workers. While almost 60% of participants disagreed with statements which indicated that older people were inferior workers as compared to their younger counterparts only approximately 46% of non-participants disagreed with such statements. At the same time there was a tendency, though not statistically significant, for non-participants to agree more with statements regarding the superiority of an older worker over their younger counterpart. Approximately 57% of the non-participants (as opposed to 51% of the participant population) agreed with these positive stereotypes of older workers.

Non-participants display a sense of insecurity over their potential roles as workers seeing weakness in their position vis a vis the young, while at the

same time displaying a tendency to elevate the virtues the older worker possesses beyond the point of realism. Participants are more sure of themselves as seniors and are less willing to accept both positive or negative stereotypes of elderly workers as readily as non-participants.

III. PARTICIPANT ELDERLY: AN ANALYSIS OF WORKERS AND VOLUNTEERS BASED ON COMPARISONS OF VARIOUS DEMOGRAPHIC AND ATTITUDINAL FACTORS

Introduction

Within the participant sample (n=159) were two categories: volunteers (n=119) and workers (n=40). Comparisons were made between the two groups on the basis of demographic, socio-economic and attitudinal variables. Certain facts emerged from such comparisons which may prove helpful to those interested in developing existing programs and creating others.

Before beginning this discussion, however, a brief explanation of how people were classified as "workers" or "volunteers" might be helpful. Actually, with the exception of classifying members of ACTION's Foster Grandparent Program, differentiating between a worker and a volunteer was a fairly easy task. We offered our respondents a wide range of choices ranging from established Federal programs like the Retired Senior Volunteer Program to various religious, political and social institutions. The small number of government funded Older Worker Employment Programs meant that initially only those older people in the Department of Labor's Green Thumb Program could apparently be classified as "workers". The question remained, however, what to do with the Foster Grandparents. We checked a number of sources for guidance, and decided after study and debate to classify the Foster Grandparents as workers.[3] Philosophically, we agree with gerontologist Barbara Payne, who, considering the Foster Grandparent Program, has written "these positions should be classified as work roles not volunteer roles".[4] Therefore, when discussing the category "Workers", we

refer to all those participants receiving a wage or "stipend" from the Green Thumb or Foster Grandparent Programs.

Participant Elderly: Demographic and Socio-Economic Factors

Race proved to be statistically significant at the $p < .01$ level. A slight majority of workers were white as opposed to 87.3% of the volunteers who were white. Of all non-whites, 53% belonged to the worker program and the remainder were volunteers. (See Table 3).

Thus, though in the non-white population there is a fairly equal distribution between volunteer and worker programs the white population displays a marked proclivity to become involved in volunteer programs to a greater degree than do non-whites. The differences in levels and extent of participation due to race have emerged in other areas of our research. It is suggested that since non-whites tend to cluster at the lower end of the state's income scale, they therefore need the added income worker programs provide. Furthermore, both the Foster Grandparent and Green Thumb Programs have maximum income requirements which might also decrease white involvement due to their slightly higher income levels.

Due to the size of the non-white population surveyed (n=41) it is impossible to positively conclude that income is the basis for the racial distinctions which emerge in involvement in worker and volunteer programs. We can only suggest that money seems to be a necessary incentive to encourage participation among non-whites.

Education proved to be a statistically significant variable which successfully discriminated between volunteers and workers at the $p < .05$ level. The majority of workers, 87%, and volunteers, 62%, had only reached the eighth grade or less in their formal educational attainments. However, 24% of volunteers had completed college requirements, or at least had some college education, as opposed to only 2.5% of workers who had similar educational backgrounds.

Education and race, in addition to being the two most significant variables in distinquishing volunteers from workers, are also closely related in our society. Non-whites cluster in the lower levels of educational achievement due to poorer neighborhood schools, and lower household income levels. This situation, in turn, provides an incentive to leave school early to enter the job market and earn money.

Monthly income for those involved in both volunteer and worker programs was virtually the same. Thirteen percent of members of both volunteer and work programs had incomes of between $400 and $600 a month. The remainder had incomes of less than $400 a month. Income was low for most respondents in our sample and did not prove to be the significant variable we had expected it to be in distinquishing participant from non-participant, volunteer from worker.

Sex did not prove to be a statistically significant variable. Seventy-three percent of all women and 79% of all men belonged to the volunteer programs. Typically, we might expect more men in the worker programs due to their traditional roles as breadwinners in most families.

Our results could indicate a dearth of worker positions statewide for the elderly and the problems and discrimination which surround the older persons

successful search for work. Job discrimination against the elderly is such that many seniors who would work if opportunities were available must accept volunteer work and its limited compensation rather than no activity at all.

Participant Elderly: Attitudinal Factors

Volunteers and workers were also compared in terms of various attitudinal variables and some interesting findings emerged. The majority of workers, 92.5%, scored high in the cultural tolerance scale reflecting a sensitivity to and understanding of racial and cultural differences in children. Most volunteers (58%) also scored high in cultural tolerance but appear to be much more disparate in their sensitivity to other cultures and tolerance of their life-style. Significance on this variable was at the $p < .01$ level.

Workers (87.5%) were more willing to deal with dysfunctional children than were volunteers, only 50% of whom were willing to deal with those perceived as dysfunctional; teenagers, delinquents and the mentally and physically handicapped. Significance here was at the $p < .01$ level. Similarly, workers were far more willing than volunteers to deal with normal cases including young, welfare and abused or neglected children. Eighty-seven percent of workers were very willing as compared to 57% of volunteers. Significance here was at the $p < .01$ level. (See Table 4).

As Figure 7, Diagram A and B show, participants who are workers are consistently more willing to work in child welfare services than were volunteers. In fact, in most cases workers were more than twice as willing to work in child welfare services then were volunteers. There are several factors that could account for this. Researchers have noted the incentive and greater importance attached to work that is paid[5]. The act of working for pay seems to affect

the perceptions of these elderly. They have more self-confidence and are more able to deal with the problems associated with child welfare services. Even when compared to volunteers on areas where they are unwilling, workers were consistently less unwilling. The current work status of the elderly individual thus affects his propensity to act on tasks of varying degrees of difficulty.

Workers were much more authoritarian in their approach to disciplining children as compared to volunteers. Almost 78% of the workers agreed strongly with statements which favored discipline and obedience, whereas only 53% of the volunteers agreed with such statements. Perhaps the greater on-the-job exposure to children (especially in the case of the Foster Grandparents who deal with the mentally handicapped) and the greater commitment involved in their work has induced this reaction amongst workers in the sample. By comparison, volunteers in our sample do not have a similar time or emotional commitment and the need for obedience may be felt to be less. Significance here was at the $p < .05$ level.

Though not statistically significant, workers also tended to be more physical punishment oriented in their approach to disciplining children and tended to downplay understanding and kindness as effective methods of curing disobedience. A sizable number (45%) of workers were, however, more in favor of less physical methods of punishment and considered a more gentle, understanding approach as preferable.

The majority of workers (77.5%) and of volunteers (55.5%) were more tolerant and patient in their attitude towards children. Workers, however, were more positive in their responses, expressing in greater numbers an enthusiasm for working with children and an ability and optimism in dealing with even the most problematic child. Significance was at the $p < .05$ level. (See Figure 8).

FIGURE 7

Bar diagram representing the willingness of participants to work in child welfare services with a breakdown into volunteer program participants and worker program participants.

DIAGRAM A

Willing

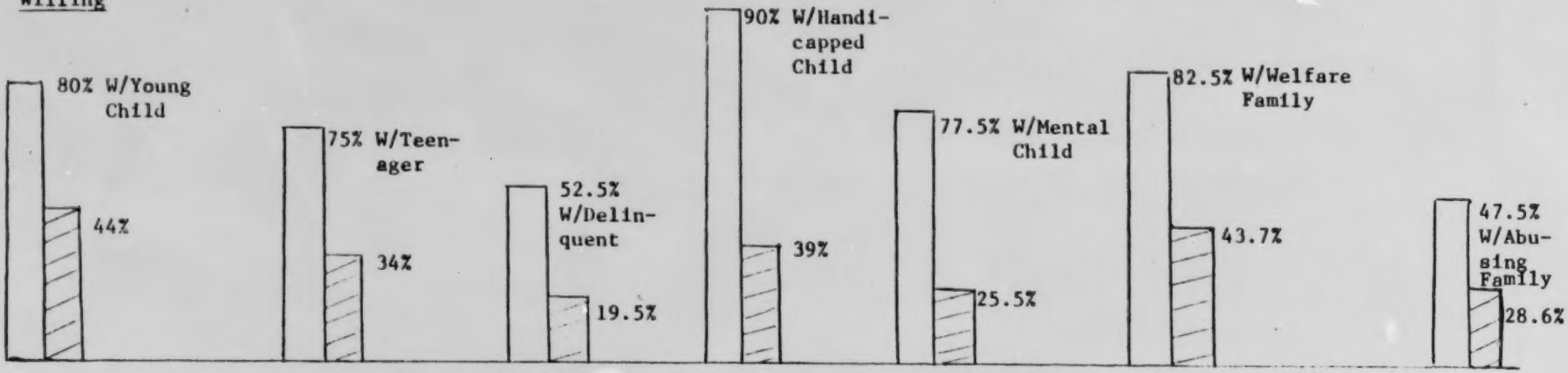
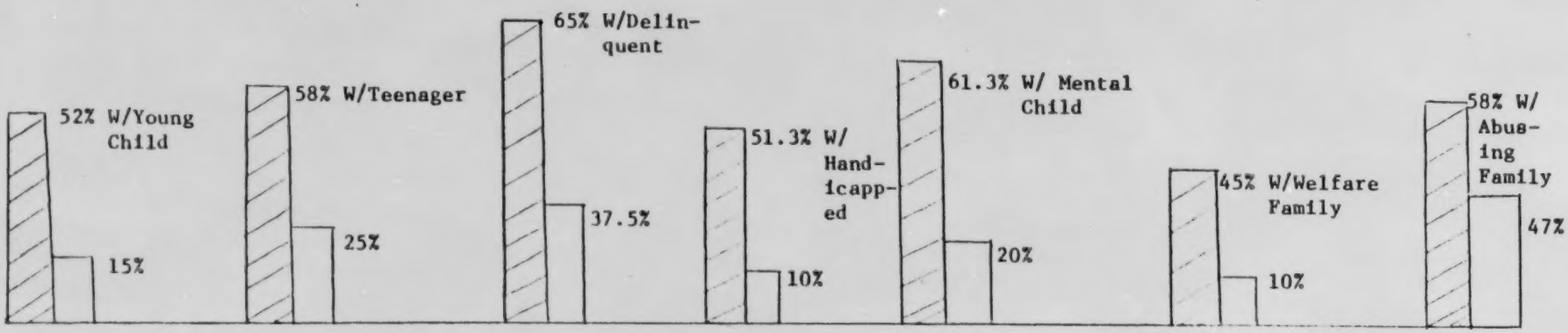


DIAGRAM B

Unwilling



Worker Program

Volunteer Program

FIGURE 8

A COMPARISON BETWEEN VOLUNTEERS AND WORKERS ON THE BASIS OF VARIOUS ATTITUDINAL FACTORS. ONLY THOSE VARIABLES FOUND TO BE MOST SIGNIFICANT ARE ILLUSTRATED.

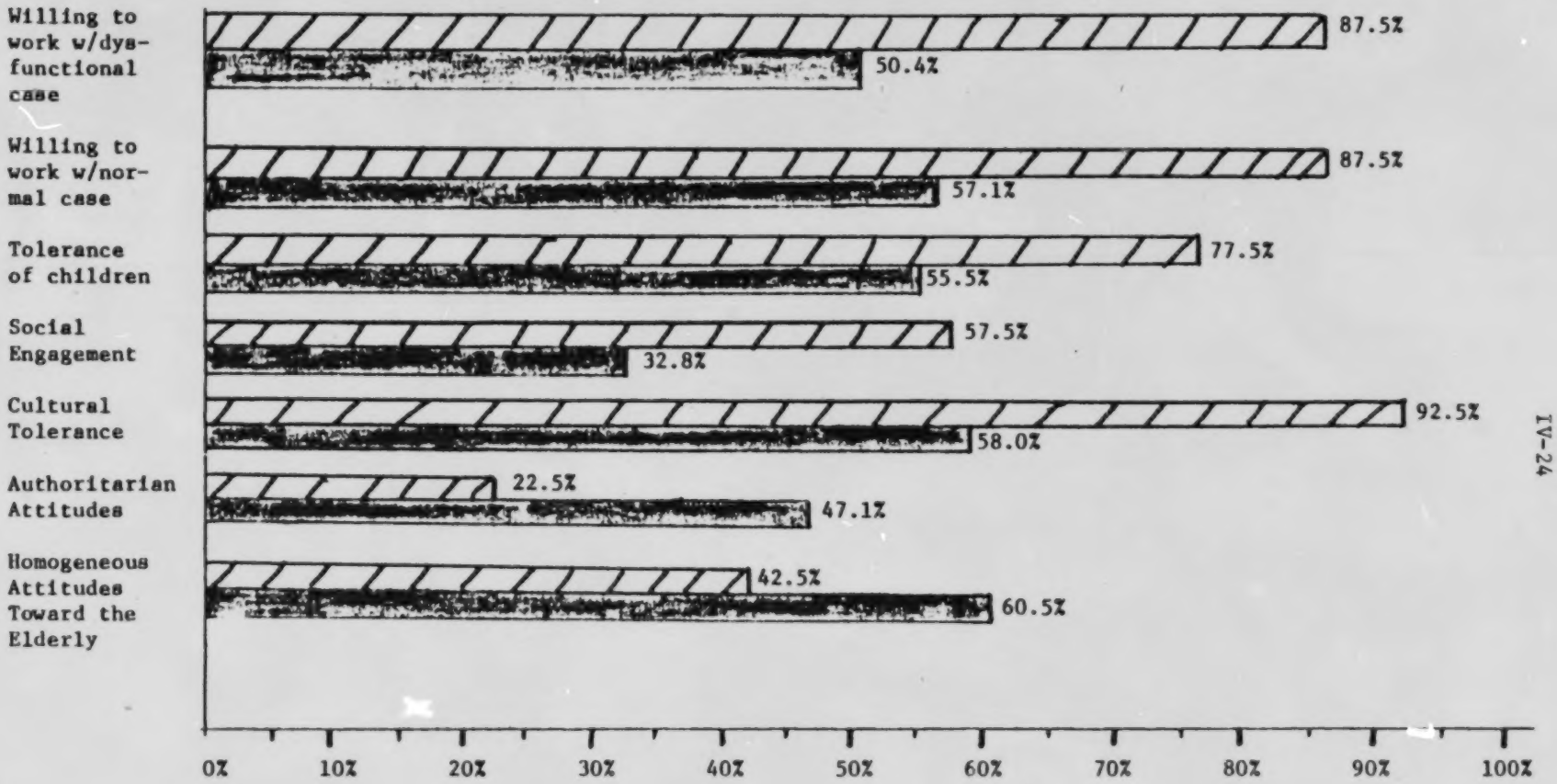


Table Displays Levels of Disagreement on Various Attitudinal Clusters.

Workers

Volunteers

In most attitudinal respects workers and volunteers tended to be similar rather than dissimilar. However, we are cognizant of the small size of the worker sample. Further study on this matter is urged. The following variables showed no statistical significance but certain tendencies did emerge which are of interest.

Both volunteers and workers displayed the same lack of consensus over the quality of an older person's work. Both groups seemed to be saying that older workers are no different from younger workers and no more difficult to train. Almost half of both volunteer and worker groups felt that the quality of older peoples' work was superior to that of a younger worker, the remaining half tended to feel that the elderly produced inferior work. The worker group could not reach a consensus over whether older workers produced better work than their younger counterparts; however, these workers tended to feel that the elderly were a fairly homogeneous group and should live together in senior citizen residential units. Volunteers, on the other hand, tended to disagree with this attitude. Almost 60% of the two groups had differing opinions on this issue.

The responses of workers and volunteers indicated a tendency to disagree with statements which reflected high levels of social isolation and seclusion. Significant at the $p < .05$ level was the finding that workers agreed much more strongly than volunteers on questions reflecting an older persons ability to adjust to new work conditions and the need to be able to work to keep out of debt. Only 32% of volunteers agreed strongly with such statements.

Furthermore, both groups displayed a tolerance and patience for other people's mistakes and idiosyncracies. The majority of both groups were

self-confident, feeling themselves able to cope with any problems and criticisms which might come their way.

When taking education into account there was no significant difference in the levels of social isolation experienced by workers or volunteers. Both groups tended to cluster around median levels of social isolation. Interestingly enough, though not statistically significant, lowest levels of social isolation were experienced among members of the volunteer program who had completed some college education. Of those who had completed college almost 41% strongly disagreed with questions which indicated high levels of social isolation.

Of those workers who claimed they were in excellent health most (64%) were in the median range in the social isolation scale. Most volunteers (53%) were high on the same scale disagreeing strongly to questions implying social isolation. Here significance was at the $p < .05$ level. There was a slight tendency for the perceived levels of social isolation in both groups to rise as health deteriorated.

Though volunteers and workers were similar in most demographic and attitudinal respects, there are some interesting conclusions which can be drawn from the findings which emerged on the two groups of participants in our sample.

In sum, workers were willing to take on the especially demanding tasks of providing services to dysfunctional children. Volunteers displayed a relative unwillingness to take on the responsibilities that work with a dysfunctional child would incur. Workers tended to advocate the use of physical punishment a little more than did volunteers, though they were more enthusiastic and

tolerant of the idiosyncracies of problem children.

Neither volunteers nor workers felt themselves to be socially isolated or withdrawn and while volunteers tended to disagree with statements regarding the homogeneity of the older workers, there was no real consensus expressed in either group. The majority of respondents in both of these groups displayed tolerance and patience of others, together with self-assurance and an expression of confidence in being able to handle problems which might come their way.

Volunteers had reached higher levels of educational achievement when compared to workers, we consider this closely related to race, the other demographic variable which proved to be statistically significant. Most whites belonged to the volunteer program while most non-whites belonged to the worker program.

Any summary of distinguishing features found in our study between workers and volunteers must be tempered with a cautionary note. We are fully aware that the small size of our worker sample severely limits the ability to generalize our findings and we strongly urge further research on this matter. The differences in older worker/volunteer attitudes as they relate to the self and the task at hand are important in this socio-economic climate. A search for more conclusive evidence in this important area of gerontology cannot be too strongly recommended.

As participants, these seniors were involved in the larger world, interrelating with others of varying ages and thereby sharing many common attitudes and demographic characteristics. Due to the size of our participant sample and of the small size of the non-white population we feel the need for further

research to investigate the matter of differences between workers and volunteers more fully, thereby bringing more conclusive evidence to light on these issues.

IV. PARTICIPANTS VS LIKELY NON-PARTICIPANTS: MULTIVARIATE ANALYSIS

A stepwise regression equation was created to determine the relative impact of twelve independent variables on the dependent variables "likelihood to join a work program" and "likelihood to join a volunteer program". The independent variables, previously found significant through bivariate analysis, included: the willingness to work with normal or dysfunctional cases; commitment of hours; compensation needed; time spent with children; perception of health; intolerance of others; social isolation; self-confidence; child-rearing attitudes; tolerance of children's behavior and the qualities of older workers.

The following populations were analyzed: non-participants who were likely to join work or volunteer programs, and current participants -- workers or volunteers. The results of rank orders of these regression equations are shown in Table 5.

Spearman Rho statistics were run comparing the rank orders of these independent variables on the dependent variable likelihood to join for each of these populations.

The results of these Spearman Rho statistics are shown in Table 6. Somewhat surprisingly only one of these rank orders was significantly related using this test. The relative importance of the 12 dependent variables included in the regression equation on the dependent variable likelihood

to work were similar for volunteers and non-participants who were likely to work. Spearman Rho equalled +.54 which was significant at the $p<.05$ level. Why would these seemingly different populations be similar in this rank ordering? One possible explanation lies in what these populations have in common. Working in an employment situation would be a new experience for both of these groups of older people. Sacrificing their freedom, making a clear commitment in terms of hours (which ranked one and two for volunteers and non-participants) provides an illustration of how important this consideration is to these two groups. In terms of the workers, who have already made this commitment in hours, the variable ranked seventh in its impact on the likelihood to join.

A similar disparity existed between volunteers and non-participants on the one hand, and workers on the other, in the relative importance of self-confidence. Here it was ranked high (1) for workers and relatively low for others. In terms of self-confidence, all of these populations were relatively high; however, greater variance among the workers caused this variable to have greater impact. For older workers, a new program is like a new job. Confidence in one's ability is very important to older workers facing a new job, and apparently more important than it is to those who are not currently in a work-like situation.

When the rank orders of these independent variables on likelihood of volunteering were compared to the likelihood of working, for each of the populations, no relationship was found. The possibilities of working as opposed to volunteering is intrinsically different for both older workers, older volunteers, as well as for older people who are not part of an existing program.

Likelihood to Join and Willingness to Serve in Child Welfare

An additional regression equation was drawn for another dependent variable. This time the likelihood to work or volunteer was combined with the results of the willingness scale to form a new variable. A new set of 12 independent variables was placed stepwise into the regression equation. Two independent variables were dropped from the previous equation. These were: Dysfunctional Cases and Normal Cases, since these variables were created from the willingness scale.

They were replaced in this new equation by two other independent variables: age and mobility. Therefore, this final regression equation depicts the relative impact of 12 independent variables on the dependent variable "likelihood to join a program serving children". The populations examined included current participants and likely non-participants. The former group was then broken down into its worker and volunteer components and compared again to the likely non-participants. The results of the rank orders of these independent variables determined through multiple regression is shown in Table 7.

Results of the Spearman Rho statistics run on these rank orders are shown in Table 8. Once again there was little statistical significance. In only one case was the relationship of rank order by two populations statistically significant. This significant inverse relationship (Spearman Rho = -.69, $p < .05$) occurred between the workers and volunteers in reference to their likelihood to work in child welfare services. The rank order of the impact of independent variables on the dependent variable "likelihood to work in child welfare" for older workers is inversely related to the rank order of these same variables for volunteers. What is <u>most</u> important to workers in deciding to join is <u>least</u> important to volunteers and vice versa.

Although none of the other population comparisons yielded statistically significant Spearman Rho relationships, it should be noted that the relationships were all inverse in their direction. The factors which were important to volunteers were not important to workers or non-participants. Apparently these populations are distinctly different in terms of the relative influence of these independent variables on their likelihood to join. Their different life-styles and experiences which are caused by the fact that they work or volunteer, or do neither causes an entirely different set of priorities to develop.

A research design which examined these priorities before willing non-participants became involved, and later after an interval of time, might determine the relative impact that participation in child welfare services has on the life of the elderly. Such a study should be conducted.

Worth noting is that there was a statistically significant relationship between workers and volunteers when the rank orders of independent variables affecting non-participants were compared to the new combinations of the dependent variable. The same is also true for workers and volunteers currently participating.

Thus, while it was found that the likelihood to work, in general, was intrinsically different from the likelihood of volunteering for each of these populations, here it was found that working or volunteering in child welfare services was essentially the same for these groups. Apparently, the introduction of a special task, child welfare services, makes volunteering become similar to work in the minds of these older people.

V. SUMMARY

Participants in our sample tended to be non-white, female and in their late 60's. The level of education was higher than non-participants, and participants perceived themselves as healthier than their non-participant peers. Slightly more participants were married and living with their spouses. Income levels for both groups were equally low and did not distinguish between the two groups.

Far more participants were willing to take on the especially demanding tasks of working with dysfunctional children. Non-participants show a relative unwillingness to take on the pressures, demands and responsibilities that work with a dysfunctional child would incur. Participants advocated the use of physical punishment much less than did non-participants and significance on this variable was at the $p < .01$ level. Generally, participants expressed a greater willingness to deal with problem children and this without recourse to corporal punishment. Furthermore, the majority of participants, 60%, expressed attitudes reflecting greater tolerance, understanding and sympathy for children. Significance on this variable was at the $p < .01$ level. Participants expressed more tolerance of other people than non-participants and more confidence to express their own feelings and opinions, when compared to non participants. Significance here was at the $p < .01$ level.

The average participant in a volunteer or worker program tends to have a greater respect for the individuality of the older person and is less likely to emphasize both the negative and positive extreme qualities of older workers, as compared to the non-participant. The average participant is more tolerant of children and their idiosyncracies, and while authoritarian and discipline-oriented in their approach to childrearing, are more understanding and patient with children than are non-participants.

Compared to non-participants, participants get out of the house more and see their families, friends and acquaintances more frequently. They are then, more socially engaged, not suffering from the same degree of isolation that non-participants experience. Participants are more culturally tolerant and as a result of their greater self-confidence are more willing to take on some of the more demanding problems in child welfare.

A demographic profile of the worker and volunteer components in the participant sample shows that: whites were slightly more represented in the worker program, while accounting for over 87% of the volunteers; volunteers were more highly educated; incomes, for both groups, were equally low, and most, of both sexes, were volunteers.

A multivariate analysis and a comparison of the rank order of independent variables on the likelihood to join a program was run. Volunteers were compared to workers, and both of these sub-groups to non-participants. The relative importance of the independent variables used in the equation were similar only for volunteers and non-participants likely to join a work program. The other comparisons proved to be not statistically significant.

Creation of a new dependent variable, which combined the willingness to serve in child welfare with the likelihood to join such a program, was also placed in a regression equation and compared by subgroup and rank. The ranking of the impact of these variables on the likelihood to work in child welfare for workers was inversely related to the rank order for volunteers. Also, factors which were important for volunteers were not important for workers or non-participants. There was a statistically significant relationship

between non-participants and both workers and volunteers when the ranks of the independent variables were compared to the new dependent variable.

FOOTNOTES - CHAPTER IV

1. Vern L. Bengtson, The Social Psychology of Aging (New York: Bobbs-Merrill, 1973).

2. Figures 1-3 taken from: Barbara P. Payne and Katherine L. Mazur, "The Older Volunteer: Social Role Continuity and Development," a paper presented at the annual meeting of the Gerontological Society, Louisville, Kentucky, October 26-30, 1975, pp. 12-14.

3. For insights into the Foster Grandparent classification dilemma see: Hearings (Action), pp. 36-40. Unable to resolve the question of Foster Grandparents as "workers" or "volunteers" this subcommittee on retirement income and employment recommended on page 55 that "this is a legal question which should be examined by legislative committees of the House of Representatives.

4. Barbara P. Payne, "The Elderly Woman Volunteer: Sex Differences in Role Continuity," a paper presented at the annual meeting of the Society for the Study of Social Problems, San Francisco, California, August 22-24, 1975, p. 11.

5. Carp, pp. 497-501; Louis Harris and Associates, pp. 102-105.

TABLE 1

CHI SQUARE RESULTS OF THE CROSS-TABULATIONS OF
PARTICIPANT ELDERLY WITH NON-PARTICIPANT ELDERLY
ON THE BASIS OF DEMOGRAPHIC AND SOCIO-ECONOMIC VARIABLES

	(n)	Chi Square	df	Significance
Education	458	28.65372	3	.0000
Health	463	29.59857	3	.0000
Age	447	8.81438	2	.0122
Race	459	4.53649	1	.0332
Sex	462	4.40689	1	.0358
Marital Status	467	2.01398	1	.1559
Homeownership	464	.26908	1	.6039

TABLE 2

CHI SQUARE RESULTS OF THE CROSS-TABULATIONS OF PARTICIPANT ELDERLY WITH NON-PARTICIPANT ELDERLY ON THE BASIS OF VARIOUS ATTITUDINAL FACTORS

	(n)	Chi Square	df	Significance
Negative Attitudes Toward Elderly	467	4.23274	1	.0397
Social Isolation	467	31.79047	2	.0000
Tolerance for Children	467	18.42699	1	.0000
Willing to Work w/Normal Case	467	17.58603	1	.0000
Willingness to Work w/Dysfunctional Children	467	15.22016	1	.0001
Cultural Tolerance	467	13.90676	1	.0002
Self-Confidence	467	9.68544	1	.0019
Child Rearing Attitudes	467	9.54852	1	.0020
Social Engagement	467	12.04990	2	.0024
Intolerance	467	9.35347	2	.0093
Positive Attitudes Toward Elderly	467	4.39432	2	.1111
Quality of the Job	467	1.08885	1	.2967
Authoritarian Attitudes	467	1.62713	2	.4433
Homogeneous Attitudes Toward Elderly	467	4.23274	1	.0397

TABLE 3

CHI SQUARE RESULTS OF THE CROSS-TABULATIONS DEALING WITH THE PARTICIPANT ELDERLY, VOLUNTEERS AND WORKERS ON THE BASIS OF VARIOUS DEMOGRAPHIC AND SOCIO-ECONOMIC VARIABLES

	(n)	Chi Square	df	Significance
Sex	159	.39341	1	.5305
Age	150	.24582	2	.8843
Health	159	4.57559	3	.2056
Homeownership	159	.00133	1	.9709
Education	159	10.66993	1	.0048
Race	158	14.61962	1	.0001
Income (Monthly)	104	.04370	1	.8344
Marital Status	159	1.52989	1	.2161

TABLE 4

CHI SQUARE RESULTS OF THE CROSS-TABULATIONS DEALING WITH THE PARTICIPANT ELDERLY; VOLUNTEERS AND WORKERS ON THE BASIS OF VARIOUS ATTITUDINAL FACTORS

n=159

	Chi Square	df	Significance
Homogeneous Attitudes	3.24117	1	.0718
Negative Stereotypes	0.00335	1	.9538
Positive Stereotypes	4.20596	2	.1221
Authoritarian Attitudes	8.97495	2	.0112
Cultural Tolerance	14.53462	1	.0001
Willing to Work with Dysfunctional Children	15.60787	1	.0001
Social Engagement	8.00357	2	.0183
Intolerance	0.49112	2	.7823
Negative Stereotypes Towards Older Workers	.02215	1	.8817
Tolerance of Children	5.22062	1	.0223
Child Rearing Attitudes	.00264	1	.9604
Self-Confidence	.01730	1	.8954
Willing to Work with Normal Case	10.79812	1	.0010
Social Isolation	1.58703	2	.4523
Job Quality of Older Workers	.00201	1	.9642

TABLE 5

RANK ORDER OF 12 INDEPENDENT VARIABLES ON THE DEPENDENT VARIABLE LIKELIHOOD OF JOINING FOR LIKELY PARTICIPANTS AND NON-PARTICIPANTS

Independent Variables \ Dependent Variables	LIKELY TO VOLUNTEER			LIKELY TO WORK		
	Volunteers	Workers	Non-Participants	Volunteers	Workers	Non-Participants
Tolerance for Behavior of Children	1	11	3	12	10	8
Compensation	2	1	7	5	5	5
Health	3	2	4	4	12	2
Hours	4	10	10	1	2	7
Social Isolation	5	7	2	9	6	11
Attitude to Child-Rearing	6	3	5	8	9	6
Time with Children	7	4	12	11	11	12
Self-Confidence	8	6	6	10	8	1
Quality of Older Workers	9	12	9	3	7	3
Normal Cases	10	9	11	2	3	4
Intolerance	11	8	1	7	4	7
Dysfunctional Cases	12	5	8	6	1	10

TABLE 6

RESULTS OF THE SPEARMAN RHO TESTS COMPARING RANK ORDERS OF 12 INDEPENDENT VARIABLES ON LIKELIHOOD FOR WORKERS, VOLUNTEERS AND NON-PARTICIPANTS

Populations	Dependent Variable	Spearman Rho	Significance
Volunteers vs Workers	Likely to Volunteer	+.19	
Workers vs Non-Participants	" "	+.07	
Volunteers vs Non-Participants	" "	+.23	
Volunteers vs Workers	Likely to Work	+.41	
Workers vs Non-Participants	" "	-.11	
Volunteers vs Non-Participants	" "	+.54	$p < .05$
Non-Participants	Likely to Work vs Volunteer	-.20	
Volunteers	" "	-.08	
Workers	" "	+.03	

TABLE 7

RANK ORDER OF 12 INDEPENDENT VARIABLES ON THE COMBINED DEPENDENT VARIABLE LIKELIHOOD TO JOIN AND WILLINGNESS TO SERVE IN CHILD WELFARE FOR LIKELY PARTICIPANTS AND NON-PARTICIPANTS

Independent Variables \ Dependent Variables	WILLINGNESS AND LIKELY TO VOLUNTEER			WILLINGNESS AND LIKELY TO WORK		
	Volunteers	Workers	Non-Participants	Volunteers	Workers	Non-Participants
Tolerance for Behavior of Children	1	8	1	1	8	1
Age	10	10	2	7	9	2
Self-Confidence	8	11	3	3	11	3
Social Isolation	12	6	4	11	6	4
Time with Children	11	3	5	10	1	6
Attitude Toward Child Rearing	3	4	6	6	4	9
Intolerance	5	7	7	4	10	5
Compensation	9	1	8	9	7	7
Hours	2	9	9	5	3	8
Quality of Older Workers	6	5	10	8	5	11
Mobility	4	12	11	2	12	12
Health	7	2	12	12	2	10

TABLE 8

RESULTS OF THE SPEARMAN RHO TEST COMPARING THE RANK ORDERS OF 12 INDEPENDENT VARIABLES ON THE COMBINED DEPENDENT VARIABLE

Populations	Dependent Variable	Spearman Rho	Significance
Workers vs Non-Participants	Likely to Volunteer and Willingness	-.27	
Workers vs Volunteers	" "	-.27	
Volunteers vs Non-Participants	" "	-.19	
Workers vs Non-Participants	Likely to Work and Willingness	-.19	
Workers vs Volunteers	" "	-.69	$p < .05$
Volunteers vs Non-Participants	" "	-.21	
Non-Participants	Likely to Work/ Volunteer and Willingness	.92	$p < .01$
Workers	" "	.70	$p < .05$
Volunteers	" "	.70	$p < .05$

Chapter 5

Non-Participant Elderly (Entire Sample)

I. INTRODUCTION

Of the 467 interviewed, 308 subjects self-classified as non-participants[1] were asked the question:

> If your money and benefit requirements could be met how likely would you be to participate in an employment program providing work or occupation for the elderly?

The response alternatives to the question were: very likely, fairly likely, not too likely, not likely at all, and don't know. A similar question asked respondents about their likelihood to participate in a volunteer program. The responses were classified as likely to participate which included both very and fairly likely, and not likely to participate which included not too likely, not likely at all and don't know. The size of the sample throughout this section varied based on whether or not respondents answered the questions.

Using the classification described above, 80 or 26% of the non-participants would work if their wage and benefit needs could be met. Similarly, 71 or 23.6% of the non-participants would volunteer if their requirements were met, the remainder, in both cases, were not likely to get involved regardless of whether or not projected expense monies, salaries or benefits could be provided.

II. CATEGORICAL VARIABLES WHICH INTERACT WITH THE LIKELIHOOD OF NON-PARTICIPANT ELDERLY TO JOIN A VOLUNTEER OR WORK PROGRAM

Bivariate cross-tabulation analysis revealed several categorical variables which had significant or substantial relationships with the likelihood of non-participants to become involved in volunteer or employment programs for the elderly.

Age

The age of the respondent, which was also analyzed as interval data, was split into three subgroups, 60-65, 66-72, 73-80 years. Age was then crossed with the likelihood to volunteer. The results are shown in Table 2.

As the age increases the likelihood of volunteering tends to decrease. Similar results were also obtained regarding the relationship of age to the likelihood of becoming involved in an employment program. The relationship between age and likelihood to work was even stronger, as indicated by the higher Chi square value, then it was regarding volunteering. In both cases the relationship was statistically significant at the .01 level.

Race

Another demographic variable which related significantly to the likelihood to participate was race. Respondents were classified as white and non-white. The non-whites included: 32 blacks, 5 Hispanics, and 4 others. The results of the cross-tabulation between race and predisposition to volunteer are shown in Table 4.

Similar results were also found for the relationship of race to the likelihood to work, shown in Table 5. In both cases the corrected Chi square was signifi-

cant at the .05 level. The variable race is at least somewhat related to possible participation of older people who are not currently involved in volunteer or employment programs. This relationship was caused primarily because of the greater interest expressed by non-whites in possible participation in a program which would meet their wage and benefit requirements.

One of the objectives of this study was to determine if child welfare was an alternative type of service that could attract minority elderly. The answer appears to be yes, particularly if the program provides some form of compensation; however, the subgroup sample size of non-whites is small enough to warrant caution in drawing widespread conclusions.

Education

Education was found to relate to voluntarism. The relationship in the past was reported to be direct -- the greater the educational level the more likely the tendency to volunteer.[2] Education was divided into four categories: 8th grade or less, 9th grade to high school graduate, some college, finished college. As shown in Table 6 the distribution of those 8th grade or less and those who finished college were similar. Unfortunately, the subgroup "finished college" contained only 14 subjects and is too small to draw conclusions. However, the results did show that those subjects with a 9th grade through college education were 2 1/2 times more inclined to volunteer than those with an eighth grade education or less.

Education was found to relate significantly, $p < .01$ using the Chi square test, with the likelihood of non-participant elderly to volunteer. Similarly, it was also found to relate to the likelihood to work, also at the $p < .01$ level. (See Table 7).

Work Status

It was felt that work or retirement status would be relevant to the likelihood of non-participant elderly to volunteer or work. Some evidence of this relationship was found in the cross-tabulation of the work status of the non-participant elderly and their inclination to volunteer.

The relationship shown in Table 8 is significant at the .05 level. There was also a significant relationship (.05) between work status and likelihood to work, shown in Table 9. The difference can be accounted for by the greater tendency among those with current part or full employment status to want to become involved in a program that provides work and meets their wage and benefit requirements.

It would appear from these findings that the current work status of the older person has at least some impact on the predisposition to become involved in these programs with those classified as unemployed or employed part-time being somewhat more likely than those who considered themselves to be retired.

Health

One of the strongest relationships appeared between potential involvement in work or volunteer programs and health. The respondents were asked to rate the state of their own health. Answers included: excellent, good, fair, and poor. These responses were then cross-tabulated with the likelihood of these non-participant elderly to become involved in child welfare services.

The results depicted in Tables 10 and 11 illustrate a significant relationship between the likelihood of joining either a volunteer or employment program and how those who evaluate their health as excellent or good are more likely to

join. Both relationships were significant at the .01 level using the Chi square test. Obviously health is an important consideration in the likelihood of an older person to participate.

Times Per Week Out of the House

The respondents were asked how many times each week they get out of the house. This is an overall measure of mobility. Obviously access to transportation, health, income, and work status all have an impact on the number of times per week that an individual gets out.

The responses were grouped in categories of 0-2 times and 3-7 times. Cross-tabulations between the amount of times a person gets out of the house and their likelihood to participate demonstrate that our assumptions regarding this relationship were correct.

Both the likelihood to volunteer, as well as to work, were significantly related at the .01 level using Chi Square, with the number of times the non-participant older person gets out of the house. The more mobile the non-participant, the more likely to get involved. (See Tables 12 and 13).

Other Non-Significant Relationships

Several independent variables were found to have substantial, though not significant, relationships with the dependent variable likelihood to volunteer. They were: sex, homeownership, and marital status. Several studies, in the past, have linked voluntarism with one or more of these variables.[3]

In each of these cases the Corrected Chi Square, while approaching significance among these non-participant elderly, was not within the accepted levels. There was some evidence among the general population that homeowners, women, and married people living with a spouse are slightly more predisposed to volunteer than are renters, men and unmarried older people, respectively. Corrected Chi Square in each case was large enough to indicate that a relationship may exist if different kinds of statistical analysis are used. Also worthy of note is that while these three variables were somewhat related to the likelihood of volunteering, they were statistically independent with the likelihood of joining a work program for this subgroup of non-participant elderly. (See Tables 14 and 15).

Somewhat surprising was the lack of statistical evidence found for relationships between the financial variables of "monthly income" and "wages or expenses needed" with the likelihood of participation. One assumption, that non-participants particularly those with low incomes, would be stimulated to join a program partly because of wage incentives was not born out. However, non-participants who were likely to work were somewhat more interested in the higher wages suggested than were current workers, although this difference was not found to be significant. In all probability the current participant was slightly less likely to choose these higher wages because they knew that their chances of getting them were slim.

Similar non-significant findings occurred in terms of volunteering - essentially no difference between the compensation levels preferred by current volunteers and likely volunteers. It should be noted though, that 49 of 54

respondents who were at least fairly likely to volunteer wanted at least $1.00 per hour in expenses. Similarly, 70 out of 80 people who indicated a likelihood to work required at least $2.30 per hour. The modal expense range preferred by these non-participants who were likely to volunteer was $1.66 - $2.30 per hour or roughly equivalent to the Foster Grandparent Program stipend. On the other hand the modal range for the non-participant who indicated a likelihood to join an employment program was $2.30 - $3.29 per hour or roughly equivalent to the wages under Title IX of the Older Americans Act or the Green Thumb Program.

So, while the likelihood of participating did not increase in proportion to the dollar amounts offerred as incentives to volunteer or work, there was a consensus among likely non-participants that older people should receive monetary compensation.

No difference was found between the major religions, Protestant, Catholic, and Jewish, or the frequency of attending religious services and the likelihood of this subgroup of elderly, not currently involved, to join either a work or volunteer program.

III. The Impact of Attitudinal Variables on the Likelihood of Non-Participants in the General Population to Join a Volunteer or Work Program

A cluster analysis of items from each attitude scale identified 15 new variables which were combinations of two or more items on these particular scales. Appendix C provides a discussion of the analysis which produced these variables.

The newly created variables were cross-tabulated with the dependent variable likelihood to work and volunteer among non-participants to determine if relationships existed. As is shown in Table 16, of these 15 attitudinal variables seven were found to relate significantly ($p < .01$) using Chi Square with the likelihood to volunteer on the part of non-participants. Four more were found to relate signfiicantly ($p < .05$) with volunteering using the Chi Square test of statistical significance. Similarly, Table 17 illustrates that nine of these same eleven variables were found to relate significantly ($p < .01$) using Chi Square with the likelihood of these non-participants to join a job program while two were significant only at the .05 level.

Thus, both likelihood to work and to volunteer were effected by these attitudinal variables. Rank orders based on the strength of these relationships are depicted in Table 18. Although there are differences between the rank orders they were not found to be statistically significant using Spearman Rho.

Likely non-participants were found to differ significantly from their unlikely peers in the following attitudes. The likely non-participants were less inclined to support both positive and negative stereotypes about aging. They tended to view older people as individuals, and were less inclined than their peers to emphasize the generation gap and the quality of job performance of older workers. They possessed greater self-confidence, were more socially engaged, and experienced less social isolation. Furthermore, they were

significantly more tolerant in their attitudes toward child rearing and the behavior of children; and were more willing to work with both normal and dysfunctional cases.

All in all, the likely non-participants tended to be more well-rounded and possessed stronger attitudes to themselves as well as toward others. In short, not only had they expressed a likelihood to work or volunteer but their mind-set seemed to indicate that they were indeed ready to join a program in child welfare services.

The only variable which possessed a significant relationship with volunteering but was statistically independent in terms of work was our measure of intolerance. Apparently intolerance of others has less of an impact on the part of non-participants likelihood to work than it does on their likelihood to volunteer. Quite possibly the work situation offers more in terms of incentives, this decreases the impact of possible antagonism the individual feels towards others. The phrase, "its only a job" seems appropriate here. The main rewards in many volunteer programs come from the relationship with others. If someone has a problem relating with others the impact of this intolerance may be greater in a volunteering situation than it will in a work environment, this might help to explain why people with less tolerance for others were less likely to volunteer, while on the other hand intolerance for others was not found to impact the likelihood to work.

There were three attendant variables which were statistically independent with the likelihood to participate. They were: attitudes toward homo-

geneity among the elderly, authoritarian attitudes toward children's behavior, and cross-cultural tolerance.

These variables did not distinguish between likely and unlikely non-participants. There was a general tendency among all non-participants to believe that older people were homogeneous, to possess authoritarian attitudes toward children, and to possess lower tolerance for children of other races and social classes. However, while it can be argued that although the likely participants share several rigid attitudes with their peers who are not likely to participate, they seem to have even more in common with older people who are currently participating.

IV. A COMPARISON OF PARTICIPANT ELDERLY WITH NON-PARTICIPANT OLDER PEOPLE WHO EXPRESSED A LIKELIHOOD TO JOIN A WORK OR VOLUNTEER PROGRAM

It was implied at the last section that non-participants who were likely to join a work or volunteer program would have more in common with current participants than they would with those non-participants who do not want to join. If this assumption were correct, no significant differences should be observed between these two groups on the basis of demographic, socio-economic, and attitudinal variables.

For the most part the assumption was found to be true. Only 4 of the 15 attitudinal variables distinguished between those elderly who are currently participating and those non-participant elderly who would like to volunteer. Similarly, only 2 of these 15 variables were found to distinguish between non-participants who were likely to work and participate. Results are shown in Tables 19 and 20 for likely volunteers and likely workers respectively.

The attitudes which successfully distinguished between these populations were: positive attitudes toward aging and the qualities of older workers. The non-participants who were likely to work or volunteer possessed significantly more of the positive stereotypes toward aging and particularly toward older workers than did the older people who were already part of a work or volunteer program.

This may be a defensive reaction on the part of this subgroup of non-participant elderly who would like to work or volunteer. They seem to be saying "It's not our fault that we are not working - as a matter of fact we feel we are the best workers". On the other hand the older people who are already participating do not have the same self-esteem needs, they do not have to build up the qualities of older workers, or older people in general, partly because they have a status in their work role. Also, their work and volunteer experience may have taught many of them that the stereotypes, whether positive or negative are not accurate. There are inadequate older workers, just as there are inadequate younger workers - age is not the important factor in terms of quality of work.

Two other attitudinal variables distinguished between the non-participant elderly who had expressed a likelihood to join a volunteer program and the current participants. They were opinions about the homogeneity of the elderly and tolerance for children of other races and classes.

In the one case, the non-participants who were likely to volunteer felt that the elderly should be thought of as a group while the participants tended to support the notion of individuality of older people. This emphasis of

individual differences may be the result of participation in programs. Participants are better able to observe the differences since they are seeing older people put to the test in work situations. The participants also expressed a greater level of tolerance for children of other races and classes. Obviously this would relate to their experiences on the job, particularly for the Foster Grandparents or Green Thumb workers who are performing Foster Grandparent-like services.

Although likely non-participant elderly do share many of the attitudes and beliefs of current participants, there are attitudinal differences, particularly with regard to their views of older people and tolerance for children of other races and social classes. It is suggested here that these differences may be due to participation itself rather than any predisposition. This, however, is fertile ground for a future study which would compare the results of interested non-participants prior to their joining a program with a post-test after a predetermined interval.

Demographically these two groups (likely non-participants and current participants) were significantly different in two areas: education and age. See Tables 21 and 22 for volunteers and workers respectively. The participants tended to be better educated than the likely non-participants. Perhaps better educated people are somewhat better equipped to receive information about programs designed for the elderly. This would seem to be an indictment of these current programs, since they would be reaching

those elderly who are relatively easy to reach. It may also be a more severe indictment, in that recruiters for some of these programs, particularly in the area of social services, tend to hire more highly educated persons. The Corrected Chi Square of 10.96 were significant at the $p < .01$ level. Apparently better educated older people are more aware of available volunteer opportunities than their less well educated peers.

This is indicative of the general criticisms leveled at programs under the Older Americans Act. Recruiting efforts which emphasize print media will tend to attract better educated elderly. Although higher education would have value in certain tasks, educational level of the senior is unrelated to the kind of care needed by handicapped, abused or neglected children. As a matter of fact, high levels of education of a volunteer Senior Parent Aide might be a barrier slowing the development of a meaningful relationship with certain abusing or neglectful parents whose education is lower.

In many volunteer programs, recruiting is done by having individuals involved in the program attracting their friends. Thus, if their programs are already peopled with a disproportionate percentage of the highly educated, one could expect this bias to continue using the friend-to-

friend recruiting method. Obviously, if these programs want to attract greater numbers of older people with less education, more formal methods must be employed.

Although education may be an important criteria for a professional social worker, there is serious doubt as to whether a Foster Grandparent with a Ph.D. is any better equipped to serve a handicapped child than a Foster Grandparent with years of experience raising children.

The participants tended to be somewhat older than the non-participants who expressed a likelihood to join. Nearly 78% of the participants were 66-80 years, while only 58.5% of the likely non-participants fell into this range. Conversely, while 41.6% of the non-participants were in the youngest category, only 22.8% of the participants were 60-65 years old.

Why would the participants be older? This could be due to a number of reasons. For example, while the non-participants between the ages of 60-65 might be likely to join one of these programs, the actual joining might be postponed until they reach the age of 65. At least two of the programs included in this survey, Foster Grandparents and Green Thumb, have income cut-offs. Some older people may be excluded from joining the programs because

of income until they are older, when retirement or death of spouse reduces family income to the level at which they can qualify.

Several studies have demonstrated the rapid deterioration of older people who lose jobs, spouses or friends.[4] This could explain why older non-participants were, in general, less likely to become involved. Perhaps these older non-participants are already suffering this type of deterioration.

On the other hand, many of the oldest participants joined these programs in their late sixties and have continued to remain active into their seventies. It is quite possible that the continued activity of older participants contributes to their good health. This again is a subject which could be explored in a future study.

V. NON-PARTICIPANT ELDERLY: MULTIVARIATE ANALYSIS

A regression equation was created to determine the relative impact of several independent variables on the dependent variables "likelihood to join a work program" and "likelihood to join a volunteer program". Emphasis was placed on those variables which had demonstrated statistical significance in the bivariate analysis described above.

Non-Participants - Likely vs Unlikely

Twelve independent variables were entered stepwise into the regression equation to determine their relative impact on the likelihood of working

or volunteering. These variables were: the willingness to work with normal or dysfunctional cases, commitment of hours, compensation, time spent with children, health, intolerance of others, social isolation, self-confidence, attitudes toward rearing children, tolerance of the behavior of children and the qualities of older workers.

Table 23 presents the rank orders of these independent variables on the basis of their impact on the dependent variable likelihood of participation. Results of four sub-groups of non-participants are presented. These sub-groups are: likely workers, unlikely workers, likely volunteers, unlikely volunteers.

A Spearman Rho was run comparing each of these rank orders with the others. The comparison between the ranks of these variables for the likely and unlikely volunteers yielded a Spearman Rho of -.19. This would indicate that there was little or no relationship between the relative importance of these independent variables on the dependent variable for potential volunteers as opposed to those who were not likely to volunteer.

The results of the Spearman Rho of the comparison between non-participants who were likely and unlikely to work was similarly low (.18).

Finally, the Spearman Rho measuring the difference in ranks given these variables on the dependent variable, likelihood to participate, was compared for likely volunteers as opposed to workers. Once again, the Spearman Rho of -.20 was low enough to indicate that no relationship exists between these groups.

Compensation

Somewhat surprisingly, compensation ranked third in its impact on the dependent variable among unlikely non-participants, while it ranked even lower (5 or 7) for likely workers or volunteers respectively.

Apparently wages were more important to those who were unlikely than to those who were likely to join. At least among those who were likely there were several other variables which were more important than money.

It is quite probable that the non-participants not interested in joining a program were saying "no amount of money - at least not the amounts suggested is sufficient to allow me to join."

Also the potential joiners, who accepted the suggested wages, were more interested in the other variables such as hours they would commit, types of cases and so forth.

Health

The respondents' perception of their own health was found to have a greater relative impact for the unlikely non-participants (ranking first and sixth for volunteering and working respectively). Among non-participants who were likely to join, health ranked fourth for volunteering and twelfth for working. The greater importance of health for the unlikely non-participants is understandable, as poor health may be the most important factor that would keep some of these non-participants from joining.

A clearer distinction for this variable exists when comparing the ranks and considering work as opposed to volunteering. In terms of work, health was ranked 12 for those who were likely and 6 for those who were unlikely; while in volunteering, it was ranked fourth for those likely and first for those unlikely to volunteer.

Apparently health had a greater impact among these respondents in terms of their likelihood of volunteering, particularly among those who considered the question but decided not to volunteer, than it did regarding their likelihood of working.

Dysfunctional and Normal Cases

The willingness to work with both dysfunctional and normal cases was a more important consideration among those who were likely to work, ranking first and third respectively, than it was for any of the other populations examined. To this group which had made a decision to join a work program, the type of cases they would be asked to work with is important. This question of type of case was ranked slightly higher in volunteering as opposed to working among those who were unlikely, however, the difference is not large.

Among those who were likely the distinction is clear - the type of case was more important in terms of working than it was in volunteering. Quite possibly the "freedom of choice" which is retained by volunteers is important here. If they do not like a task they can decline it. Employees on the other hand do not have that freedom.

Hours

Once again, with the question of commitment of hours the greatest distinction in terms of impact is between working or volunteering. Among both the unlikely and likely non-participants, hours commitment ranked second in influence on likelihood of working and tenth in its impact on the likelihood of volunteering. The question of hours, then, is an important consideration. In an employment situation there is a definite schedule for which the individual is compensated. This form of schedule is an important variable in the minds

of non-participant elderly, regardless of whether or not they are likely to work. Conversely in a volunteering situation - where once again the individual retains freedom of choice - the commitment of hours is less of a factor on the likelihood of joining. Unlike workers, volunteers can in general choose both the number of hours, the time of day and the day of the week they will participate.

Attitudes Toward Child Rearing

The clearest distinction occurred in the rank order of this variable between the question of working or volunteering. The likelihood of working by non-participant elderly, was relatively unaffected by their attitudes toward raising children when compared with these other measured variables. The rank orders of this variable were 9 and 11 among likely and unlikely to work non-participants respectively. However, in relation to volunteering this variable ranked higher: fifth among those tho were likely and fourth among those who were not. For these older people, their attitude toward rearing children had a far greater impact on their decision to volunteer than it did on their decision to work.

Tolerance for the Behavior of Children

A similar phenomenon occurred in the attitudes of tolerance for the behavior of children among those who were likely to join volunteer or work programs. Among the potential workers this variable was not very important ranking tenth, while among likely volunteers it ranked third. This direction was reversed among the non-participants who were unlikely to join ranking ninth for volunteering and seventh in terms of working.

Intolerance, Social Isolation and Self-Confidence

These attitudinal variables were identified through the analysis of the Pearson Correlation matrix created from the Self-Other scales.

The pattern among those who were likely to join either a work or volunteer program is consistent. In all three cases, the rank of these variables which measured the individuals self-image and their ability to relate to others was higher for likely volunteers than it was for likely workers.

Among those who were unlikely no similar pattern emerged. The pattern that seems to be emerging here is that most attitudinal variables included in this regression equation had a greater impact on the likelihood of volunteering than they did in the case of likelihood of joining a work program - especially among those who were potential joiners. This was true for the following attitudinal variables; intolerance for others, social isolation, self-confidence, attitudes toward rearing children and tolerance for the behaviors of children.

The only attitudinal variable included in the equation in which this direction was reversed was the qualities of older workers. This variable was ranked relatively low among both groups of likely non-participants, but it was slightly more important in terms of likelihood of working where it ranked 7th then it was in likelihood of volunteering where it ranked 9th.
The job related variables, type of case - whether dysfunctional or normal, the commitment in hours and compensation-were more important in relation to working then they were to volunteering, particularly for those who were likely to join one program or the other.

This overall pattern would support the notion that extrinsic rewards were more important in a work situation, while intrinsic rewards (see here in terms of attitudinal variables) are more important in a volunteer situation.

It must be kept in mind that we are not discussing different populations here. This is the reactions of essentially the same population, randomly sampled elderly in New Jersey to two different concepts - work and volunteering. Thus, even when the same group is asked their likelihood of joining a work or volunteer program, the relative impact of extrinsic or intrinsic rewards is different depending on the type of program they want to join. This has tremendous importance in the way that a program is designed and the way in which this design is communicated to the target audience of potential joiners. For example, if a program utilizing elderly in child welfare is designed in the mold of the successful Foster Grandparent Program, than the nature of the program is essentially work-like in structure. A definite commitment of hours is required, for which the participant is compensated with an hourly wage or stepend. Even the types of cases and work sites are clearly delineated in the Foster Grandparent Program.

Since a Foster Grandparent-like program design is work-like, the appeals to potential joiners should emphasize these aspects. Not only are working conditions and wages important selling points to all older people, but as we have demonstrated, they are even more important to those seniors who are likely to join work-like programs. On the other hand, the design and recruiting efforts of a volunteer program such as the Retired Senior Volunteer Program or the Senior Parent Aide Network should emphasize the intrinsic rewards of the tasks performed.

VI. SUMMARY

There were several categorical variables that exhibited statistically significant relationships with the likelihood of the 294 self-classified non-participant elderly to join a volunteer program. In their order of importance these were: health, education, number of times per week out of the house, and age. To a somewhat lesser degree, race and work status were also found to have an impact.

Similarly, the likelihood to work of these non-participants was related to their health, age, times per week out of the house, education and to a somewhat lesser degree with race and work status. Although the other variables tested were statistically independent with the likelihood to participate, there was some evidence linking potential voluntarism with the traditional variables of homeownership, marital status and sex.

While no statistical evidence could be found linking the level of wages or stipend and the possibility of attracting these non-participant elderly, they did express an interest in receiving some form of monetary compensation. Their preferences indicated that a program designed to use older people in child welfare would be well received by these current non-participants if it paid volunteers a Foster Grandparent-type stipend, and employees at least minimum wages.

Most of the attitudinal variables used in this study were found to distinguish between those elderly currently not participating who had expressed a likelihood to join as opposed to those who were not likely to join.

The greatest distinction between these two groups came from the following attitudinal variables: willingness to work with normal and dysfunctional clients, attitudes toward social isolation and engagement and attitudes to child rearing and the behavior of children.

Several attitudinal variables were not found to distinguish between likely and unlikely non-participants. They were: homogeneity of the aged, authoritarian attitudes toward children, and cross-cultural tolerance. Likely candidates for work or volunteer programs shared these relatively rigid concepts with their peers.

Although there was some sharing of these attitudes between those likely and unlikely participants for the most part the two groups were different, not only in their reaction to working or volunteering but in their expressed attitudes and beliefs. It would seem that those non-participants who expressed a likelihood to join may have more in common with current participants than they do with other non-participants. This was found to be true with regard to the attitudinal variables. Only two of the 15 attitudinal variables distinguished between the current non-participants (likely to join a work or volunteer program) and those older people currently participating.

These variables were positive stereotypes toward both aging and older workers. The implication here was that older participants, due at least in part to greater self-esteem through participation, are less defensive about their age and work capabilities, and this would account for the significant differences in the scores.

Two other attitudinal variables distinguished between non-participants who were likely to volunteer and current participants; they were attitudes concerning homogeneity of older people and tolerance for children of other races and classes. Once again it was felt that the act of participating

could be an important factor here. However, it was felt that this should be examined in a study design which looks at the change in attitudes of older people after they join one of these programs.

Demographically, these two groups differed on the basis of age and education with participants being somewhat older and better educated than likely non-participants. Further analysis revealed no difference in the education levels of current and potential workers, while a significant difference did exist between current and potential volunteers. The higher education of current volunteers is possibly caused by bias in recruiting methods; the higher age possibly the result of the impact of forced disengagement on non-participant elderly.

Twelve independent variables were entered stepwise into a regression equation to determine their relative impact on the likelihood of working or volunteering in child welfare services. Four sub-categories of non-participants were analyzed: likely and unlikely volunteers and likely and unlikely workers. A Spearman's Rho run on the rank order of the effects of the independent variables indicated that there was little or no relationship between the relative importance of these independent variables on the likelihood to join a program. Comparisons were made between likely versus unlikely volunteers, likely versus unlikely workers, and likely volunteers versus likely workers.

Table 1

LIKELIHOOD TO WORK OR VOLUNTEER AMONG
NON-PARTICIPANTS IN THE ENTIRE SAMPLE*

	Non-Participants Likely To Work n=308		Non-Participants Likely To Volunteer n=308	
Likely	80	26.0%	71	23.1%
Unlikely	212	68.8%	219	71.7%
No Answer	16	5.2%	18	5.8%
COLUMN TOTAL	308	100%	308	100%

*It is not correct to add the number of those likely to work (n=80) to those likely to volunteer (n=71) to arrive at a total number of those likely to join some type of program. Many of those likely to work also said they would volunteer, and vice versa, thus there is an overlap of respondents who would do both. See Chapter 6 for figures of those in the general sample likely to do either or both.

TABLE 2

CROSS-TABULATION OF AGE AND LIKELIHOOD TO VOLUNTEER AMONG NON-PARTICIPANT ELDERLY.

n=282

	60-65 Yrs.	66-72 Yrs.	73-80 Yrs.	Total Row
Very/Fairly Likely	28 (40.6%)	26 (37.7%)	15 (21.7%)	69 (24.5%)
Not Likely	51 (23.9%)	66 (31.0%)	96 (45.1%)	213 (75.5%)
Total Column	79 (28.0%)	92 (32.6%)	111 (39.4%)	282 (100%)

Chi square = 13.07 with 2 d.f. $p < .01$.

TABLE 3

CROSS-TABULATION OF AGE AND THE LIKELIHOOD OF BECOMING INVOLVED IN AN EMPLOYMENT PROGRAM AMONG NON-PARTICIPANT ELDERLY

n=284

	60-65 Yrs.	66-72 Yrs.	73-80 Yrs.	Total Row
Very/Fairly Likely	32 (41.6%)	28 (36.4%)	17 (22.1%)	77 (27.1%)
Not Likely	49 (23.7%)	64 (30.9%)	94 (45.4%)	207 (72.9%)
Total Column	81 (28.5%)	92 (30.9%)	111 (39.1%)	284 (100%)

Chi Square = 14.63 with 2 d.f. $p < .01$

TABLE 4

CROSS-TABULATION OF RACE AND LIKELIHOOD
TO VOLUNTEER AMONG NON-PARTICIPANTS

n=284

	White	Non-White	Row Total
Very/Fairly Likely	55 (79.7%)	14 (20.3%)	69 (24.3%)
Not Likely	195 (90.7%)	20 (9.3%)	215 (75.7%)
Column Total	250 (88%)	34 (12%)	284 (100%)

Corrected Chi Square = 4.98 1 d.f. $p < .05$

TABLE 5

CROSS-TABULATIONS OF RACE WITH LIKELIHOOD
TO WORK FOR NON-FARTICIPANT ELDERLY

n=287

	White	Non-White	Row Total
Very/Fairly Likely	62 (79.5%)	16 (20.5%)	78 (27.2%)
Not Likely	189 (90.4%)	20 (10.4%)	209 (72.8%)
Column Total	251 (87.5%)	36 (12.5%)	287 (100%)

Corrected Chi Square = 5.24 with 1 d.f. $p < .05$

TABLE 6

CROSS-TABULATION OF LIKELIHOOD TO VOLUNTEER WITH EDUCATION AMONG NON-PARTICIPANT ELDERLY

n=285

	8th Grade or Less	9th Thru High School	Some College	Finished College	Row Total
Very/ Fairly Likely	18 (20.1%)	42 (60.9%)	7 (10.1%)	2 (2.9%)	69 (24.2%)
Not Likely	117 (54.2%)	75 (34.7%)	12 (5.6%)	12 (5.6%)	216 (75.8%)
Column Total	135 (47.4%)	117 (41.1%)	19 (6.7%)	14 (4.9%)	285 (100%)

Chi Square = 19.82 3 d.f. $p < .01$

TABLE 7

CROSS-TABULATION OF LIKELIHOOD TO WORK WITH EDUCATION AMONG NON-PARTICIPANT ELDERLY

n=288

	8th Grade or Less	9th Thru High School	Some College	Finished College	Row Total
Very/ Fairly Likely	26 (53.3%)	44 (56.4%)	6 (7.7%)	2 (2.6%)	78 (27.1%)
Not Likely	111 (52.9%)	74 (35.2%)	13 (6.2%)	12 (5.7%)	210 (72.9%)
Column Total	137 (47.6%)	118 (41.0%)	19 (6.6%)	14 (4.9%)	288 (100%)

Chi Square 12.14 3 d.f. $p < .01$

TABLE 8

CROSS-TABULATION OF LIKELIHOOD OF VOLUNTEERING AND WORK STATUS OF NON-PARTICIPANT ELDERLY

n=231

	Some Employment Full/Pt. Time	Not Employed or Disabled	Unemployed	Row Total
Very/Fairly Likely	14 (22.6%)	46 74.2%)	2 (3.2%)	62 (26.8%)
Not Likely	20 (11.8%)	148 (87.6%)	1 (0.6%)	169 (73.2%)
Column Total	34 (14.7%)	194 (84.0%)	3 (1.3%)	231 (100%)

Chi Square = 6.95 2 d.f. $p < .05$

TABLE 9

CROSS-TABULATION OF LIKELIHOOD OF WORKING AND THE WORK STATUS OF NON-PARTICIPANT ELDERLY

n=233

	Some Employment Full/Pt. Time	Not Employed or Disabled	Unemployed	Row Total
Very/Fairly Likely	15 (21.7%)	52 (75.4%)	2 (2.9%)	69 (29.6%)
Not Likely	20 (12.2%)	143 (87.2%)	1 (0.6%)	164 (70.4%)
Column Total	35 (15.0%)	195 (83.7%)	3 (1.3%)	233 (100%)

Chi Square = 5.73 2 d.f. $p < .05$

TABLE 10

CROSS-TABULATION OF THE LIKELIHOOD TO VOLUNTEER AND THE HEALTH OF NON-PARTICIPANT ELDERLY

n=287

	Excellent	Good	Fair	Poor	Row Total
Very/ Fairly Likely	18 (25.7%)	36 (51.4%)	15 (21.4%)	1 (1.4%)	60 (24.4%)
Not Likely	26 (12.0%)	74 (34.1%)	79 (36.4%)	38 (17.5%)	217 (75.6%)
Column Total	44 (15.3%)	110 (38.3%)	94 (32.8%)	39 (13.6%)	287 (100.0%)

Chi Square = 24.36 3 d.f. $p < .01$

TABLE 11

CROSS-TABULATION OF THE LIKELIHOOD OF WORK AND THE HEALTH OF NON-PARTICIPANT ELDERLY

n=290

	Excellent	Good	Fair	Poor	Row Total
Very/ Fairly Likely	17 (21.5%)	39 (49.4%)	21 (26.6%)	2 (2.5%)	79 (27.2%)
Not Likely	26 (12.3%)	72 (34.1%)	77 (36.5%)	36 (17.1%)	211 (72.8%)
Column Total	43 (14.8%)	111 (38.3%)	98 (33.8%)	38 (13.1%)	290 (100.0%)

Chi Square = 17.70 3 d.f. $p < .01$

TABLE 12

CROSS-TABULATION OF THE NUMBER OF TIMES PER WEEK OUT AND THE LIKELIHOOD OF VOLUNTEERING AMONG NON-PARTICIPANTS

n=279

	0-2 Times Per Week	3-7 Times Per Week	Row Total
very/fairly likely	10 (14.3%)	60 (85.7%)	70 (25.1%)
not likely	73 (34.9%)	136 (65.1%)	209 (74.9%)
Column Total	83 (29.7%)	196 (70.3%)	279 (100.0%)

Corrected Chi Square = 9.73 1 d.f. $p < .01$

TABLE 13

CROSS-TABULATION OF THE NUMBER OF TIMES PER WEEK OUT AND THE LIKELIHOOD OF WORKING AMONG NON-PARTICIPANTS

n=281

	0-2 Times Per Week	3-7 Times Per Week	Row Total
very/fairly likely	12 (15.4%)	66 (84.6%)	78 (27.8%)
not likely	70 (34.5%)	133 (65.5%)	203 (72.2%)
Column Total	82 (29.2%)	199 (70.8%)	281 (100.0%)

Corrected Chi Square = 9.04 1 d.f. $p < .01$

TABLE 14

CHI SQUARE STATISTICS OF THE LIKELIHOOD TO VOLUNTEER
AND OTHER NON-SIGNIFICANT VARIABLES AMONG NON-PARTICIPANT ELDERLY

Variable	n	Chi Square	Degrees of Freedom	Significance
Homeownership	287	3.50	1	.06
Marital Status	290	3.36	1	.07
Sex	286	2.93	1	.087
Monthly Income	205	.92	1	.32
Personal Expenses Needed	157	3.37	3	.33
Religious Affiliation	221	.07	2	.96

TABLE 15

CHI SQUARE STATISTICS OF THE LIKELIHOOD TO WORK AND
OTHER NON-SIGNIFICANT VARIABLES AMONG NON-PARTICIPANT ELDERLY

Variable	n	Chi Square	Degrees of Freedom	Significance
Homeownership	289	1.37	1	.24
Marital Status	292	1.05	1	.30
Sex	289	.75	1	.38
Monthly Income	206	.50	1	.47
Personal Expenses Needed	196	.56	2	.75
Religious Affiliation	223	.23	2	.89

TABLE 16

CHI SQUARE RESULTS AND SIGNIFICANCE LEVELS OF CROSS-TABULATION BETWEEN THE LIKELIHOOD TO VOLUNTEER AND ATTITUDINAL VARIABLES AMONG NON-PARTICIPANT ELDERLY

n=290

Attitudinal Variable	Chi Square	df	Significance
Homogeneity of Aged	c 1.74	1	.18
Negative Stereotypes to Aging	c 5.07	1	.02*
Positive Stereotypes to Aging	8.05	2	.02*
Authoritarian Attitudes	1.72	2	.42
Cross-Cultural Tolerance	c .55	1	.45
Dysfunctional Clients	c 28.34	1	.01**
Social Engagement	20.77	2	.01**
Generation Gap	c .65	1	.41
Intolerance	6.86	2	.03*
Attitude to Child Rearing	c 22.95	1	.01**
Tolerance to Behavior of Children	c 22.22	1	.01**
Normal Clients	c 38.94	1	.01**
Qualities of Older Workers	c 6.30	1	.01**
Social Isolation	c 22.96	2	.01**
Self Confidence	c 5.72	1	.02*

c = corrected Chi Square

* = $p < .05$

** = $p < .01$

TABLE 17

CHI SQUARE RESULTS AND SIGNIFICANCE LEVELS OF CROSS-TABULATIONS BETWEEN THE LIKELIHOOD TO WORK AND ATTITUDINAL VARIABLES AMONG NON-PARTICIPANT ELDERLY

n=292

Attitudinal Variables	Chi Square	df	Significance
Homogeneity of Aged	c .33	1	.56
Negative Stereotypes to Aging	c 4.61	1	.03*
Positive Stereotypes to Aging	9.94	2	.01**
Authoritarian Attitudes	.78	2	.67
Cross-Cultural Tolerance	c .89	1	.34
Dysfunctional Clients	c 21.82	1	.01**
Social Engagement	c 24.76	2	.01**
Generation Gap	c 4.57	1	.03*
Intolerance	3.00	2	.22
Attitude to Child Rearing	c 14.50	1	.01**
Tolerance to the Behavior of Children	c 19.14	1	.01**
Normal Client	c 37.43	1	.01**
Qualities of Older Workers	c 6.86	1	.01**
Social Isolation	23.34	2	.01**
Self Confidence	c 9.13	1	.01**

c = corrected Chi Square

* = $p \leq .05$

** = $p < .01$

TABLE 18

RANK ORDER BY STRENGTH OF RELATIONSHIPS
BETWEEN THE LIKELIHOOD TO VOLUNTEER OR WORK
AND THE ATTITUDINAL VARIABLES

To Volunteer	Significance	To Work	Significance
Normal Client	.01	Normal Client	.01
Social Isolation	.01	Social Engagement	.01
Social Engagement	.01	Social Isolation	.01
Dysfunctional Clients	.01	Dysfunctional Clients	.01
Attitude to Child Rearing	.01	Tolerance to Behavior of Children	.01
Tolerance to Behavior of Children	.01	Attitude to Child Rearing	.01
Positive Stereotypes to Aging	.05	Positive Stereotypes to Aging	.01
Intolerance	.05	Self Confidence	.01
Qualities of Older Workers	.05	Qualities of Older Workers	.01
Self Confidence	.05	Negative Stereotypes to Aging	.05
Negative Stereotyes to Aging	.05	Generation Gap	.05
Homogeneity of Aged	NS	Intolerance	NS
Generation Gap	NS	Cross-Cultural Tolerance	NS
Authoritarian Attitudes	NS	Homogeneity of Aged	NS
Cross-Cultural Tolerance	NS	Authoritarian Attitudes	NS

TABLE 19

CHI SQUARE RESULTS OF CROSS-TABULATIONS OF
PARTICIPANT ELDERLY WITH NON-PARTICIPANT ELDERLY
WHO WERE LIKELY TO VOLUNTEER ON THE BASIS OF ATTITUDINAL VARIABLES

n=222

Attitudinal Variables	Chi Square	df	Significance
Authoritarian Attitude	.11	2	.94
Positive Attitude to Aging	7.88	2	.019*
Social Engagement	.53	2	.76
Intolerance	1.59	2	.44
Negative Attitude To Aging	.98	1	.32
Homogeniety of Older People	4.86	1	.027*
Work with Dysfunctional	.82	1	.36
Generation Gap	1.20	1	.27
Attitude to Child Rearing	.89	1	.34
Tolerance for Behavior of Children	.01	1	.91
Work with Normal	2.27	1	.13
Qualities of Older Workers	7.14	1	.007**
Self Confidence	.11	1	.73
Social Isolation	4.69	2	.095
Cross-Cultural Tolerance	3.87	1	.049*

* = $p < .05$

** = $p < .01$

TABLE 20

CHI SQUARE RESULTS OF THE CROSS-TABULATIONS OF
PARTICIPANT ELDERLY WITH NON-PARTICIPANT ELDERLY
WHO WERE LIKELY TO WORK ON THE BASIS OF ATTITUDINAL VARIABLES

n=224

Attitudinal Variables	Chi Square		Significance
Authoritarian Attitude	1.14	2	.56
Positive Attitude To Aging	5.79	2	.055*
Social Engagement	.36	2	.83
Intolerance	4.16	2	.12
Negative Attitude To Aging	1.71	1	.18
Homogeneity of Older People	2.35	1	.12
Work with Dysfunctional	.003	1	.95
Generation Gap	.09	1	.75
Attitude to Child Rearing	.003	1	.95
Tolerance for Behavior of Children	.05	1	.82
Work with Normal	1.58	1	.20
Qualities of Older Workers	5.61	1	.017*
Self Confidence	.001	1	.96
Social Isolation	1.46	2	.48
Cross-Cultural Tolerance	2.75	1	.09

* = $p < .05$

TABLE 21

CHI SQUARE RESULTS OF THE CROSS-TABULATIONS OF PARTICIPANT ELDERLY WITH NON-PARTICIPANT ELDERLY WHO WERE LIKELY TO VOLUNTEER ON THE BASIS OF DEMOGRAPHIC AND SOCIO-ECONOMIC VARIABLES

	n	Chi Square	df	Significance
Marital Status	222	.09	1	.75
Homeownership	221	.69	1	.40
Education	219	14.63	3	.002**
Health	221	.09	3	.99
Race	219	.00	1	.99
Age	211	6.83	2	.03*
Times Out of the House	220	1.92	1	.16
Personal Expenses	123	2.15	3	.54

* = $p < .05$
** = $p < .01$

TABLE 22

CHI SQUARE RESULTS OF THE CROSS-TABULATIONS OF PARTICIPANT ELDERLY WITH NON-PARTICIPANT ELDERLY WHO WERE LIKELY TO WORK ON THE BASIS OF DEMOGRAPHIC AND SOCIAL ECONOMIC VARIABLES

	(n)	Chi Square	df	Significance
Marital Status	224	.019	1	.88
Homeownership	223	.33	1	.56
Education	221	16.30	3	.001**
Health	223	1.94	3	.58
Race	221	.008	1	.92
Age	212	8.87	2	.0118*
Times Out of the House	221	3.08	1	.07
Personal Wages Needed	174	6.13	2	.0465*

* = $p < .05$

** = $p < .01$

TABLE 23

RANK ORDER DETERMINED BY STEPWISE REGRESSION OF 12 INDEPENDENT VARIABLES ON THE LIKELIHOOD TO WORK OR VOLUNTEER OF NON-PARTICIPANT ELDERLY

n=395

Variable	Likely to Work	Unlikely to Work	Likely to Volunteer	Unlikely to Volunteer
Willing to Work with Dysfunctional Cases	1	12	8	11
Hours	2	2	10	10
Willing to Work with Normal Cases	3	4	11	2
Intolerance	4	8	1	8
Compensation	5	3	7	3
Social Isolation	6	5	2	12
Quality of Older Workers	7	1	9	5
Self-Confidence	8	10	6	6
Attitudes Toward Child-Rearing	9	11	5	4
Tolerance for the Behavior of Children	10	7	3	9
Time with Children	11	9	12	7
Health	12	6	4	1

FOOTNOTES - CHAPTER 5

1. An important consideration must be kept in mind when considering non-participants in the entire sample. The non-participant population reported on in this chapter represents the responses of all respondents; that is, members of the general sample (n=395) plus members of the older worker/volunteer sample (n=72) who were not active in a volunteer or Federal worker project at the time of the interview. In the later sample, fourteen respondents were classified as non-participants because they were no longer members of the Foster Grandparent, Green Thumb or RSVP Programs. Their inclusion skews the data when attempting to predict the number of older people within the State or nation likely to join either a work or volunteer program. Therefore, figures reported in Table 1 are meant to present an overall picture of the responses of all non-participants. They should not be considered as predictions of potential participation. Predictions, based on figures gleaned only from the general sample of the elderly, are presented in Chapter 6.

2. Louis Harris and Associates, pp. 95-98.

3. Though rates vary depending on the time of research and on the definitions utilized, these general statements are supported by studies such as: Harris, et al, p. 98; and U. S. Department of Labor/Manpower Administration, p. 7.

4. J. A. Kuypers and V. L. Bengtson, "Social Breakdown and Competence: A Model of Normal Aging," Human Development 16:181-201 (1973).
R. Bennet, "Living Conditions and Everyday Needs of the Elderly with Particular Reference to Social Isolation." International Journal of Aging and Human Development, 4:179-98 (1973).
Elaine Cumming and William E. Henry, Growing Old: The Process of Disengagement. New York: Basic Books, 1961.

CHAPTER 6

INTER SAMPLE COMPARISON OF PROGRAMS PREFERRED: PROFESSIONALS VERSUS NON-PARTICIPANTS LIKELY TO VOLUNTEER OR WORK IN CHILD WELFARE SERVICES

I. The Non-Participant Elderly Likely to Volunteer or Join a Work Program In Child Welfare Services

In this chapter, we will isolate the report on that segment of the older non-participant population (n = 294) in the general sample which indicated a likelihood to become involved in either a worker or volunteer program. We will look at a series of demographic and material factors which constitute this group's overall perception of how a volunteer or work program should be designed, and will compare and contrast these perceptions and suggestions to those expressed by the DYFS staff.

As was also reported in Chapter 5, the respondents were asked a series of questions about the monetary and material considerations the "average senior" would need in order to participate in an employment or volunteer program. We queried seniors on stipends or salaries desired as well as benefits or other considerations necessary for participation. Then, using a five point Likert-type scale, these older people were asked: "If your money and benefit requirements could be met, how likely would you be to participate in an older worker employment program?" A similar, but separate question was asked about the possibility of their participating in a volunteer program. We purposely asked them to respond to each question separately. Since we were not interested in forcing people to make a choice, one over the other, respondents were encouraged to consider each possibility independently and decide each on its own merits. This procedure, of course, left us with a category of respondents who would do both, i.e., join either a volunteer or a work program if the opportunity became availabl In addition, we have two smaller groups of people who would volunteer, but not join a work program, and vice-versa. A simple frequence count of affirm-

ative responses to these questions indicated that 72 or 24.5% of the non-participant elderly were likely to participate in either or both of the suggested programs.

Briefly, and without graphic display, the demographics which characterize this group of 72 potential participants are as follows:

- 38 or 53% are females; 34 males
- 58 are white; 13 non-white
- 1 reported no income; 44 had incomes of $201-400; 5 reported incomes of $401-600; 22 refused to answer
- 32 were aged 60-65; 26 aged 66-72; 14 aged 73-80
- Education: 20 8th grade or less; 43 8th to 12th; 7 had some college; 1 finished college.

In general, the potential participants tended to be almost equally divided by sex, were white, in their late sixties with less than a high school education.

Another demographic consideration which requires some explanation is characterizing these non-participants likely to join some sort of program as either potential volunteers or potential workers.

Determining the total potential volunteers and/or the total potential workers requires returning to the questions on likelihood to participate and combining those who are interested in <u>one program only</u> with those who expressed an interest in both. Thus, as displayed in Table 1, the total number of potential volunteers equals those few people (N = 8) interested solely in a volunteer program <u>combined with</u> those who would both volunteer <u>or</u> join a worker program (N = 52). In other words 60 non-participants, or 20.4% of our non-participant sample would volunteer in child welfare services if the option existed and certain requirements (soon to be discussed) were met.

TABLE 1

Total Number of Potential Volunteers and Total Number of Potential Workers Among Non-Participant Elderly in General Sample*

N = 294

	a. Volunteer or Work Only	b. Both Work or Volunteer	c. Total Potential Volunteers or Workers	d. % of Non-Participants
Likely to Volunteer only	8	52	60	20.4
Likely to Work only	12	52	64	21.8
Likely to Join Both	52	-	-	-
Total likely to Join Either or Both	72	-	-	-

* Rows add across columns B, C, and D do not add to total.

By way of comparison, 64 or 21.8% of the non-participants would join a worker program.

It must be remembered that 101 or 25.5% of our total sample of 395 respondents had classified themselves as participating in some form of voluntary or older worker activity. Realizing this, the next step is to project the percentage figures reported on the total number of New Jersey residents between the ages of 60-80 years. Doing so dramatically illustrates the extent of current voluntary activity among New Jersey's elderly population and the potential for mass participation if creative, flexible programs could be initiated in child welfare services.

There are approximately 888,600 New Jersey residents aged 60-80. Given our estimates of current participants, 25.5%, over 226,000 of their number are currently participating in some form of voluntary activity in the state. Subtracting this figure from the actual total population for that age cohort leaves an estimated 662,600 total older New Jersey residents who can be classified as non-participants. We project that an estimated 24.5% of all non-participants would join some form of program if the opportunities were available. This translates to over 162,000 older New Jerseyans not currently involved in a volunteer or work program who would join one or the other if the options existed, and work conditions met their needs. Fascinating--two-hundred twenty-six thousand people doing some form of voluntary or older worker activity, another 162,000 potential recruits. In other words, 43.6% of New Jersey's older people aged 60-80 could be involved in some form of organized volunteer or worker activity. The point is, the programs do not exist thereby forcing large numbers of older people into dependency while

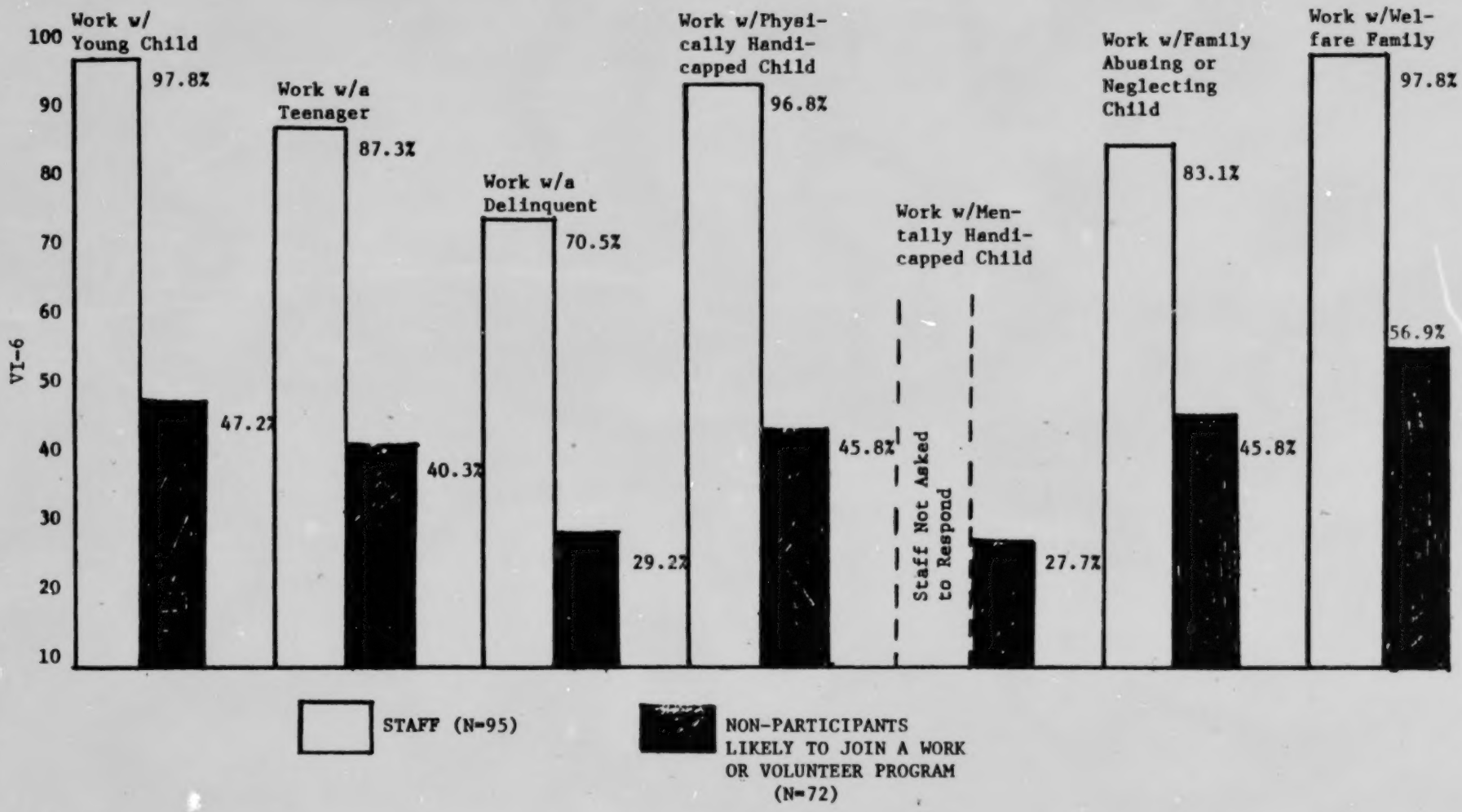
denying them the opportunity to stay involved in the functioning of their society. Nationwide projections will be discussed in Chapter 7.

Creating programs which are meant to attract older people, however, must take into account the needs and abilities of the particular age group. Some may wish volunteer work at a minimum number of hours per week; others might put in more hours or may desire part-time paid employment. Indeed, some older people may view such activity as a way of beginning a second career. Again, and the point cannot be overemphasized, flexibility of design guided by a real commitment to accomodate the vast differences which characterize aging and older people is essential for successful program development. Based on our findings, masses of people, young and old would benefit by such a societal commitment.

II. Inter Sample Comparison, Program Preferred by Professionals and Non-Participants Likely to Get Involved

Willingness to serve various target populations. The type of assignments the potential participants prefer is summarized in Figure I depicting their responses and those of the professional staff to questions from the willingness scale. There was a cautious approach in the majority of responses to these suggested target populations. Only one group, working with a welfare family, received more than a 50% affirmative response from the older respondents. Working with a young child, a physically handicapped child or a family suspected of abusing or neglecting their children also received support from very close to half of these respondents. However, these potential participants were somewhat more skeptical about working with either teenagers, delinquents or mentally handicapped children. We could theorize that these non-participants lack some of the confidence that

COMPARISON OF WILLINGNESS TO ASSIGN OLDER PEOPLE
TO VARIOUS TARGET POPULATIONS: DYFS STAFF VS
NON-PARTICIPANTS LIKELY TO VOLUNTEER OR WORK IN SOCIAL SERVICES



comes with experience gained working with these various groups.

In terms of rank order, these attitudes parallel the views expressed by DYFS staff about such assignments* (see Chapter 3). The exception is that percentage-wise, professionals overwhelmingly gave greater support to each of the possible assignments; also, the professionals grouped abuse and neglect cases with teenagers and delinquents. (Staff was not asked to comment on using older people with mentally handicapped children.)

The collective message from staff and potential volunteers is: utilize older social service aides in less dysfunctional cases involving younger children or families on welfare. However, both groups are somewhat attuned to the idea of assigning seniors to work with physically handicapped youngsters. A more cautious approach is evident in attitudes expressed by both groups concerning utilizing seniors to work with teenagers and delinquents. We should not be upset over the fact that the majority of potential participants did not support these very specific assignments. The main idea is that these people are likely to get involved and are willing to perform some type of child welfare activity. Older people are willing to get involved and social service agencies must assume the responsibility of assigning individuals those tasks they feel comfortable in performing.

Sites preferred by non-participants likely to volunteer or work in child welfare services

All respondents were asked where they would be willing to provide services

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* Discussion of material presented in Chapter 3, on Professionals, will be minimized. Due to the nature of the discussion, however, some overlap will occur. We advise referring back to Chapter 3 as necessary to get a more complete analysis.

given the assumption that they were participating in a program in child welfare services. Offered each of the same six choices asked of DYFS staff, these potential participants once again expressed less enthusiasm than the staff in the possibilities presented them (see Table 2). This time, however, the rank ordering of the two groups did not match. Working at schools or day care centers stimulated the seniors more than any other choices. Also, a goodly percentage agreed with the possibility of older people being placed

Table 2

Comparison of Affirmative Responses to Suggested Sites Where Senior Aides Might Serve: DYFS Staff and Non-Participants Likely to Volunteer or Work

Location	% Potential Participants N = 72	% DYFS Staff N = 95
Work At Schools	54.2	88.3
Work At Day Care Centers	40.3	98.9
Work At Hospitals and Institutions	29.2	91.6
Work At Seniors Own Home	16.7	84.0
Work At Child's Home	15.3	94.7
Work At Detention Centers	5.6	74.5

in hospitals or institutions. However, utilization in their own homes or in a client child's home received less than enthusiastic support. Detention Centers were hardly considered, this site also received the lowest affirmative response among staff. Not too surprising since both groups were skeptical of using seniors with teenagers or delinquents.

Compensation for Potential Volunteers and Workers

Most of the potential workers and volunteers said that there should be some monetary compensation given to volunteers. In fact, exactly one-third of

these older respondents suggested that compensation for volunteers should be in excess of the then current minimum wage, $2.30. The category "$2.30+" was not offered to staff as a possible choice, and thus we cannot make a comparison here. (See Appendix A, question 19.) However, 60% of the staff recommended a monetary reimbursement of $1.66-$2.30 for volunteers, the highest amount offered in that interview item. We can only guess how many professionals would have chosen the higher range given the opportunity, but recorded comments like "give them (the seniors) as much as they can get" indicates support for even higher reimbursement. The other responses to this item are displayed in Table 3; the range of responses regarding salary level for an employment program are depicted in Table 4.

Professionals and potential participants alike demonstrated an awareness of Social Security related problems when it came to responding to the salary question. Goodly numbers of both groups chose the lowest salary range offered, $2.30-$3.30 per hour. On the other hand, most respondents in both groups opted for higher salaries, $3.30 to $4.30 or more per hour, regardless of penalties levied by the Social Security system. In Chapter 7, we will discuss the penalty problem in greater depth; for now, we can say that monetary reimbursement, for both working and volunteering is perceived as necessary by the professionals and the potential participants.

Table 3

Projected Monetary Compensation for Older Volunteers, Professionals Compared To Potential Participants

Compensation Per Hour	Potential Participants (N = 72)	Adjusted %[a]	Professionals (N = 95)	Adjusted %[b]
None	11	19.3	N/A	-
$1 or less	3	5.3	10	11.6
$1-$1.65	7	12.3	19	22.1
$1.66-$2.30	17	29.8	57	66.3
$2.30 and more	19	33.3	N/A	-
No Answer	15	-	9	-
Totals	72	100.0%	95	100.0%

a) Computed on valid responses (N = 57); b) computed on valid responses (N = 86).

Table 4

Projected Monetary Compensation for Part-Time Older Workers, Professionals Compared to Potential Participants

Compensation Per Hour	Potential Participants (N = 72)	Adjusted %[a]	Professionals (N = 95)	Adjusted %[b]
$2.30-$3.29	23	40.4	31	35.2
$3.30-$4.29	16	28.1	33	37.5
$4.30 or more	18	31.6	24	27.3
No Answer	15	-	7	-
Totals	72	100.0%	95	100.0%

a) Computed on valid responses (N = 57); b) computed on valid responses (N = 88).

Benefits

What follows is a rank ordering of responses of the staff and potential participants to the questions on benefits for older workers and volunteers. In terms of the volunteer program, the rankings of the potential participants were quite similar to those suggested by the professionals. The degree of support for each of the questions, however, was considerably less than that expressed by the professionals.

Table 5 shows the percentage of affirmative responses advanced by both groups. Notice that those benefits traditionally considered as work related (medical benefits and vacation or sick days) get only moderate support from either group; on the other hand free transportation and free meals, perhaps considered more appropriate volunteer-type benefits, are heavily supported by both groups, especially the professionals.

Table 5

Comparison of Potential Participants and Professionals: Benefits to be Offered to Volunteers by Percentage Responding Affirmatively

	% Potential Participants (N = 72)	% Professionals (N = 95)
Free Transportation	61.1	85.3
Free Meals	47.9	63.2
Medical	29.6	34.7
Vacation/Sick	21.1	35.8

Table 6 provides an overview of opinions regarding benefits for services on employment programs. Unlike the exact ranking each group gave to benefits for volunteer participants, there were differences in the rank orders in the case of benefits for potential older workers. The exception was providing free meals which occupied last place in the minds of both the professionals and the potential participants. However, support for it is extensive with over two-fifths of both groups calling for its inclusion as a benefit.

An interesting contrast appears here. Once again, transportation tops the list for the potential participants; on the other hand, it decreases dramatically in both rank and percentage support of the professionals.

As discussed in chapter 3, perhaps the professionals think that providing a work program which offers income and the more traditional work related benefits is enough. They do not overwhelmingly support the provision of additional compensation (like meals or transport) which are not available to regular staff. This sample of older people, on the other hand, knows better. If they are to work, they must get there; age and lack of adequate transport makes this task, not a simple one for any worker, even more difficult for an older person.

Table 6

Comparison of Professionals and Potential Participants: Benefits to be Offered to Workers, Rank Order by Percentage Responding Affirmatively

	% Potential Participants (N = 72)		% Professionals (N = 95)
Free Transport	58.3	Vacation/Sick Day	77.9
Medical Benefits	55.5	Medical Benefits	71.6
Vacation/Sick Day	48.6	Free Transport	47.4
Free Meal	41.6	Free Meal	43.2

Potential Problems Envisioned

Two different interview items were used to measure the types of problems anticipated using older people in child welfare services. One listed potential problems, the other sought open-ended responses. (See Appendix A, question 31 and Appendix B, question 36.) Obviously, comparability here becomes a problem, especially since staff was asked about agency related problems and older people about "important problems seniors would have in providing child care services." Rather than trying to piece together an imperfect match, we will present data here on the potential participants only; responses from the staff can be found in Chapter III, Tables 6 and 7. As can be seen in Table 7, physiological and psychological concerns are paramount in the minds of these potential participants. The possibility of children making them nervous or impatient was expressed most often as a potential problem. Health problems were also seen as having an impact. In addition, the potential participants envisioned difficulty caused by a perceived generation gap. These items were followed by transportation problems, a distant fourth in the ranks--perhaps because these potential participants assume, on the basis of previous questions on benefits, that transportation is to be provided. In any case, the issues involved in dealing with children and the pressures of breeching the "generation gap" are problem areas which can be minimized through effective on-going training by the host agency.

III. Transferring Knowledge Into Action: A Model Project for New Jersey

The positive response generated by this study has led the Division of Youth and Family Services to implement a model project which will utilize seniors in cases involving abuse and neglect. The project, entitled "Senior Social Service Aides in Protective Services," is based on the successful SPAN program.

This research and demonstration effort will employ forty seniors, twenty hours per week at minimum wage, in eight district offices throughout the State. Slots for older persons have been provided to DYFS through Title IX of the Older Americans Act, and New Jersey's Foster Grandparent and Green Thumb Programs. DYFS will also be preparing proposals to acquire full-time CETA positions for older people interested in becoming co-coordinators, with regular agency staff, thus, full-time seniors will be supervising the older part-time aides, several federal programs will be utilized on the local level and agency staff will not be overburdened with additional chores. Additional people can, we believe, help solve client problems at very little additional cost to state and local agencies.

An evaluation of these efforts, as well as its effect on older persons, is now underway. Plans for the new project include producing a manual which will describe the range of possibilities open to those interested in establishing projects like this one. This manual will, of course, be made available to other state and local agencies.

Table 7

Opinions of Potential Participants:
Most Important Problems Older People Would
Have in Providing Child Care Services

Types of Problems	Number	Adjusted %
Nervous or Impatient with Children	19	29.7%
Health Related	15	23.4
Generation Gap	12	18.8
Transportation Related	7	10.9
Inadequate Training	4	6.3
Financial	2	3.1
No Problems	2	3.1
Other	3	4.7
Missing Data	8	
	72	100.0%

Summary

The potential participants and professionals see the kind of program they prefer in similar terms. They envision a successful program as one which is flexible and adapts to the problem situations older people face as a result of ageing and ageism. In terms of remuneration, $1.66 to $2.30 was selected by most professionals as the most preferred monetary reimbursement. The potential participants said that compensation for volunteers should be in excess of $2.30 per hour. The majority of respondents chose $2.30-$3.30 per hour as the best range for the worker salary.

Benefits considered necessary changed when the program shifted from volunteer to worker. The traditional worker benefits of medical and vacation/sick day provisions were called for in a worker program while a volunteer program encouraged a call for benefits such as free transportation and a free meal.

The potential participants and the professionals saw work at schools or day care centers to be the most appropriate locations where senior aides might serve; minimal levels of support was expressed for work in the child's home or at detention centers. Although somewhat less enthusiastic than the professionals in their willingness to serve certain clients, the potential of utilizing seniors in all aspects of child welfare services is real.

We suspect experience and exposure to the problems of social service work will alleviate some of their caution in this matter. Training and experience will help increase self assurance as the aide becomes more successful. Also, it becomes the job of the social service agency to make full use of the individual's full potential. This is done by matching seniors closely with clients; both must be comfortable with each other, and by providing training and support services necessary to help the senior be successful and happy.

Chapter 7

RECOMMENDATIONS AND CONCLUSIONS

I. INTRODUCTION

What follows is a series of conclusions which can be drawn from this research effort, along with recommendations for future action.

The first several suggestions deal with specific ideas that agencies may find useful in planning child welfare projects that utilize older persons. We also discuss maximizing the potential of existing Federal Older Worker and volunteer projects. The remaining comments address the need for funding, especially if federal projects are to be expanded. These latter illustrate how funds and functional projects may be generated on a nationwide scale.

By way of beginning to address this problem, we suggest that there is great potential for utilizing seniors in the social services. It boggles the mind to imagine recruiting just 10% of the available senior power to work in social services throughout this land. Older people will get involved in this type of activity, if given the opportunity, direction, training and compensation. Further, we suggest that although our respondents clearly preferred less dysfunctional clients, there is not one target population, including delinquents, that most older people would be totally unwilling to work with or serve.

II. MAKING THE PROGRAM WORK: Training

Both the professionals and the older people themselves saw a need for training and supervision of senior parent aides. Professionals felt that it would be

best to have one person per hiring unit responsible for supervising the older parent aides to avoid increasing the load on the already overburdened caseworker in DYFS and the County Welfare Agencies.

We recommend continuing training and supervision to ensure the continued growth of the individual older worker, and to ensure that services to clients meet the high standards that are necessary for successful termination of the case. On-going training will also provide the social service agency with a pool of increasingly skilled paraprofessionals from which it can recruit permanent staff. Training, in the form of more formal educational opportunities in colleges or universities, should also be available to the seniors.

We would agree with Stewart, et al,[1] that the use of the older paraprofessional or volunteer can never be a substitute for professional services. Nor can paraprofessionals supplant the professional worker. However, the paraprofessional can enrich the existing social service network.

Since discriminatory hiring practices and ageism encourage the older person to see himself as deficient and not useful, training geared toward building self-confidence becomes essential. In many respects, a major function of a training program would be to encourage positive feelings towards the self and to foster a self-confidence and assurance which will greatly improve the senior's approach to work in child welfare services.

We recommend that there be a clear delegation of roles and duties established for the older paraprofessional. This will not only improve understanding of the job to be done, but also reduce fears of job-threat on the part of profes-

sional staff. The cooperation of caseworkers should be encouraged in order to minimize these fears. Indeed, full cooperation of the caseworkers is vital to improve the delivery of services to clients, for only the field workers truly understand the dynamics of a given case.

Transportation and money

The professionals and older people alike anticipate transportation to be a major stumbling block in the recruitment of older citizens. The lack of transportation must not prevent an older person from participating in a work or volunteer program. State vehicles should be used to transport seniors to and from their worksites or transportation allowances can be advanced to those seniors who can provide rides for others.

Both the professionals and the older respondents saw a need for financial remuneration for older workers and volunteers. However, both groups were aware of income limitations in the Social Security System. We strongly urge that the elderly be compensated for their activity, both workers and volunteers alike. The choice between the two possibilities must, of course, be available to those who seek them. However, we consider it essential that voluntarism not be seen as a substitute for employment, nor should it be used as a way of providing cheap labor for underbudgeted agencies. We agree with the position taken by Tish Sommers of the Grey Panthers who writes,

> Volunteerism can be a fine stepping-stone to employment, a chance to get an innovative project off the ground, a great occupation for economically self-sufficient activists, and a perfectly acceptable option for either service or social change. But if non-paid (or semi-paid) labor is all that is available to the old, then it becomes exploitation, no matter how worthwhile the service provided.[2]

Thus, we call for a wide range of job and volunteer options for older Americans, both in and out of the social services.

Problems with Existing Programs - The Means Test and Social Security Caps. Our study and contact with programs utilizing older people enabled us to identify some problem areas that need attention. We consider it essential that any institution considering the implementation of a parent-aide program take these problems into account. In addition to totally inadequate funding levels, another problem with those federal programs that use older people is the programmatic restrictions placed on these funding sources at various state and federal levels. Why, for example, should the Green Thumb Program be limited to rural or suburban areas? The social service work that is performed by Green Thumbers in one city in New Jersey is identical to the work performed in a "rural" area in another part of the state. The units of government used to determine ruralness in New Jersey are the counties. One of the results of this restriction is that Essex County cannot have a Green Thumb program because it is urban; ironically, it is the one county which is consistently the area of greatest need in all human services, including child welfare and services to the elderly.

The extremely successful Foster Grandparent Program limits the work to one-on-one care in institutions. Certainly this type of care is important, but one must question restricting the use of Foster Grandparents to institutions. If Foster Grandparents can help a severely retarded child in an institution, it is likely that they could achieve at least as much, and probably greater success in working with a mildly neurotic child in a home or day care setting.

Another problem with the existing programs concerns the income limitations in the Foster Grandparent and Green Thumb programs. Eighty-seven percent of the professionals and 88.5% of the elderly we surveyed said that programs designed to utilize the elderly in child welfare services should not be restricted to low-income elderly. We concur with this opinion. Obviously, these restrictions were set up to assure that those elderly in greatest economic need would have the opportunity to supplement their incomes. In our survey, however, almost 70% of those responding had incomes of under $500 per month; the applicability of a means-test applied to an age cohort almost totally dependent on fixed incomes thus becomes suspect.

One of the major surprises in our findings was the relative unimportance of the amount of money needed to induce an older person to volunteer or work. There is an apparent contradiction among our respondents who, on the one hand, indicate a need for extra income and yet do not opt for the highest sum offered as incentives. This can be understood only by examining the reality of living on retirement income.

In America, Social Security is sacrosanct; it provides older people with a regular, dependable, albeit inadequate, source of income <u>if</u> certain regulations are observed. Specifically, Social Security recipients who seek and find employment are penalized for earning too much additional income; i.e. their Social Security benefits are reduced in proportion to their earnings. Under current regulations, a Social Security recipient under age 65 may earn $3240.00 before being penalized by a reduction in benefits. Those over 65 may earn $4000.00 in additional income before suffering a decrease in benefits. Under existing federal work programs, like Green Thumb, a partici-

pant earning minimum wage of $2.65 could log 20 hours per week all year and not make over $3240.00. Stipends for ACTION projects like the Foster Grandparent Program are minimal ($1.60-$1.95 per hour) providing additional income well below the maximum set by Social Security laws. Earning more than minimum wage in either the private or public sector means suffering a decrease in federal retirement benefits. This is an unreasonable restriction. Older people want Social Security because they earned it, and paid for it; and, like other Americans in all age groups, many want the option to supplement this income through earnings at the best rate they can obtain. They should be allowed to do so.

Taking a closer look, we find that national statistics show one out of four persons over the age of 65 are poor or near poverty; the latter with incomes less than 25% over the poverty line. The elderly are hit most severely with problems of long-term unemployment and have the least access to supplemental income and retraining. Further, Social Security payments taken by themselves provide for a totally inadequate level of human comfort.

The special minimum Social Security benefit for people who have worked all their lives in low-wage industries ($172.50 a month in 1979 for those retiring at 65 with twenty-five years of coverage, $230.00 for retirees with thirty or more years of coverage) stands below the poverty level as defined by the Social Security Administration. Average Social Security benefits ($387.00 per couple in July, 1977) are only 69% of the 1977 Bureau of Labor Statistics' modest standard of living; for a retired couple this stands at $561.50. On the average, Social Security replaces 58% of the wages of low-income workers and

35% of the wages of high-income workers. The poor are discriminated against to an even greater extent when we consider that low-income workers have even more inadequate retirement incomes due to the concentration of private pension plans among workers earning median wages and above.[3]

The respondents in our study were fully aware of their collective plight with regard to income and rejected the notion that work or volunteer programs should be geared to only the poorest of the poor. Again, many in our sample were poor or near poverty, yet because of the imposition of a means test they are not eligible to join these federal programs. Rejecting older people because they are not poor enough is a mistake. The means test is an unreasonable restriction that should be eliminated.

III. UTILIZING SENIOR POWER: Some Programmatic Considerations

We have found that there is indeed a substantial constituency among New Jersey's older population who would willingly participate in child welfare services, as either workers or volunteers. Projecting our estimates nationwide, we find a potential "army" of over five million older people currently not participating in organized volunteer or worker activities; they would get involved if such programs were available. Thus, our findings are comparable to and reaffirm similar projections previously cited by Louis Harris and Associates and the Department of Labor. All of this research points to the existence of between four and six million older people willing to work or volunteer in our nation. The overused cliche, "waste of human talent," does not begin to describe the human circumstance and social cost such figures represent.

This "army" of potential older workers and volunteers, like other citizens, must be fed, clothed, housed and kept healthy in order to function in our society. Unfortunately, and despite limited government programs which seek to provide some of the basic human needs, many old people suffer deprivations in all these areas. In the classic piecemeal approach to social ills, inadequate income is provided to most through Social Security, medical care provided to some through Medicare, good housing provided to some through low-income housing, food to some through food stamps, jobs or volunteer work for some through ACTION, Title IX of the Older Americans Act, or CETA. All good works, all attempting to ease the pain in their specific areas of concern, yet all incapable of addressing themselves to the overall problem confronted by this age group.

It is simply not enough to solve <u>one</u> of the problems confronted by our older citizens, the need for jobs or meaningful activity, for example. For unless those jobs pay more than what the current part-time work programs offer, the other problems still remain, such as the need for adequate health care. If, indeed, the analogy of an army of potential older workers and volunteers is appropriate, one must ask, "is this any way to run an army?"

For example, consider the creation of a "National Senior Service Corps." Such a nationwide effort could be patterned loosely on a highly organized administrative model, such as that employed by the military services or by VISTA, and provide meaningful, socially useful work, income, vouchers for shelter and medical care for all seniors desiring to get involved.

Actually, centralization though a worthwhile goal in a truly nationwide commitment, is not absolutely necessary in re-engaging older people and maximizing the roles they play. The highly centralized administrative model, as employed by the military and VISTA, provide an excellent illustration of how an entire population of people can be mobilized and/or successfully maintained while they serve the country. Assuming such a grand scheme is not currently feasible, perhaps the programs that do exist could be utilized more effectively. Indeed, the implementation of a nationwide program designed to utilize older people in child welfare or other social services does not require the creation of extensive new bureaucracies. Rather, it would entail redirection and expansion of existing federal programs designed to provide volunteer and employment opportunities for the elderly. It would also require a restructuring of Social Security regulations and national health plans to allow seniors to maintain a reasonable standard of living.

For example, more full-time employment opportunities for the elderly should be made available through the CETA Program. As we have reported, CETA has provided opportunities for only a small percentage of Americans over age 55, thereby failing to reach a vast segment of economically disadvantaged and employable older adults. Every effort must be made to assure a more equitable distribution of funds to provide full-term employment opportunities for the elderly in all fields, including child welfare services.

The part-time employment opportunities provided under the Green Thumb Program and Title IX of the Older Americans Act could be used to provide jobs for older people in child welfare services; income caps imposed by Social Security should be raised or eliminated so that current wages can be increased and so that existing disincentives to participate in paid work programs can be greatly reduced or eliminated.

Of course, every effort should be made to accommodate those older people interested in joining regular staff. Training and education should be provided to seniors interested in beginning a new career in the social services.

In terms of volunteer programs, networks already exist through ACTION which could be used to provide meaningful activity for older volunteers willing to serve, yet desiring limited hours or not needing additional income.

Identifying Possible Sources of Funding

Again, all of this sounds very good, but the question remains, how to pay for all this? We are not economists, but several ideas come to mind which could be explored further through a projected cost-benefit analysis. One thing, however, is clear: There is a need for a massive influx of funds in order to implement nationwide employment and volunteer projects for older persons. What follows are illustrations of how funds might be raised and utilized. We suggest, for example, that adequate funding cannot be expected from government acting alone. In the case of the elderly, we think that the government should become employer of first resort; but, cooperation with the private sector is essential and industry must contribute at least financially to solve this problem. Here are a few examples representing some of the possibilities for public and private sector cooperation; each suggestion should be subject to careful analysis and study to determine feasibility.

Social Security and the "Fund for Jobs"

This first example suggests modifying the Social Security System policy of co-financing its programs with contributions from both workers and employers. Here the government would increase and earmark a percentage of employer contributions to the Social Security System for a "Fund for Jobs for Older Per-

sons". The idea here is to increase, by a certain percent, the contributions to the Social Security system made by private sector employers. The money would be placed in a special fund and used to finance jobs programs for older Americans. Research can be done to gauge the possible ramifications this might have on business, i.e., how much of an increase can that market bear, with subsequent modifications made. For example, if such an increase means undue hardship for small business people, than perhaps the suggested increase could be levied only upon larger corporations or businesses which employ a large number of employees.

Consider this possibility, based on somewhat dated Social Security statistics from 1976. Though dated, these figures represent the latest complete set of data published, and will suffice in presenting our model. The figures presented in Table 1 represent taxable wages for 1976, which were subject to Social Security deductions; these we broke down by type of employer.

Table 1

TOTAL WAGES PAID SUBJECT TO DEDUCTIONS FOR THE SOCIAL SECURITY SYSTEM BY TYPE OF EMPLOYER.

Employer	Wages paid subject to tax, Billions of dollars.	% of Tax
State & Local Governments	$ 80.3	5.85
Federal Government (including military)*	15.6	5.85
Private Sector (excluding the self-employed)	595.5	5.85
Self-employed	48.4	7.90
Total	$739.8	

*Approximate figure, based on projections of 1975 data.

Source: 1976 Annual Statistical Supplement of the Social Security Bulletin, (U.S. Government Printing Office, Washington, DC, forthcoming, October, 1978).

Notice that the rate for self-employed people is higher by approximately 2.1%; however, they pay the 5.85% rate for any employees they maintain. Thus, the figure $595.5 billion represents the total taxable wages for all private sector employers, corporations or small entrepreneurs. We have already suggested that perhaps certain smaller businesses be exempt from any increase in Social Security earmarked for a "Fund for Jobs" program. However, figures on how much they contribute for their employees are not available. Therefore, we will stand by our suggestion, use available statistics, and urge that those least able to afford an increase be exempted. We also do not project an increase for public sector employers, who, especially on the state and local level increasingly find themselves unable to raise enough money to balance budgets. Again, we merely offer a suggestion; hopefully, it can be debated, revised and made functional, satisfying all who must share responsibility if a "Fund for Jobs" is to become a reality.

The suggested fund could be established and maintained as follows. Using the 1976 Social Security Administration figures, let us assume that the rate for private sector employers was increased by approximately 2.1%. This would make it equivalent to that paid by those who are self-employed (7.9%). A 2.1% increase on the private sector taxable pool of $595.5 billion would generate an initial funding for jobs of over $12.5 billion. One older person, working twenty hours per week, earning minimum wage would gross approximately $2,750 per year. This means that over 4.5 million older persons could be employed year-round from this fund. In other words, based on our findings, the establishment of this fund could virtually guarantee a part-time job or

paid volunteer option for every interested older person age 60-80 in our country. This is based on a 20 hour work week which many seniors would reject. On the other hand, some older people would like to work 40 hours; there is no reason why such an option could not be funded. Our suggestion, then, is nothing more than a matter of private sector responsibility and public sector coordination for an employment problem which both, in large measure, originally created.

Worksite Day Care

The following example of public and private sector cooperation on behalf of the elderly could also benefit younger workers in private industry, especially women. In this case, industry could experiment with subsidizing day care services for their own employees, or the local community, at their plant sites. Retired employees and/or their spouses would be offered first preference for jobs in staffing these day care centers. After school care could also be provided. Government could provide incentives by offering a tax break to these companies in relation to the wages paid to the day care center staff and the capital expenditure of setting up the center.

In Home Care

A day care, or after school care program could be established in private homes. Here the suggestion centers around the use of a sliding scale for government and industry contributions. For example, full-time or split-time child care provided by older people paid minimum wage would cost $100 per week for 40 hours. A suggested sliding scale might be: for households earning $10,000 gross taxable income per year or less, the government would pay 90%, the employer, or the parent pays the remainder; those earning

$10,000-$15,000 per year would receive 75% of the senior's wage from the government; $15,000-$20,000 per year, 50%; $20,000-$25,000 per year, 25%, with the employer or the parent picking up the rest. Those earning more would pay an even higher percentage of the senior's salary.

Mixed Corporations

The idea here is for government and private industry to formulate a joint venture in the form of a "mixed corporation". Here the federal government and private investors would form a corporation with government maintaining majority control (51%) of the stock or assets. The nature of the business of this corporation is not important, it could manufacture products or contract out social services to the various states. The employees of this concern could all be older people or a combination of this age group and others, like the highly un- and underemployed cohort of 14-18 year olds. The mixed corporation is used in Canada, generally to maintain an industry about to collapse, or one considering moving out of a particular province. Similar action could be taken in America to stop the ever-increasing phenomenon of the "run-away-shop;" or, brand new ventures could be created as we initially suggested. Hard, in-depth research is essential in carrying out this concept. We recommend serious study of this alternative which could save existing jobs, create new industry in and out of the social services, and exercise strong public guidance in addressing the failure of our economic system to employ those age cohorts.

Restructuring hours and work

Many older people in our sample expressed interest in work or volunteer activity in child welfare services but were unprepared to work a traditional

40-hour week. We recommend that provisions regarding hours be made so that the potential contribution of such individuals is not wasted. Prospective employers must be encouraged to offer flexible hours. New options must be devised and implemented. The possibilities offered by "split-time" should be investigated. This concept would enable two or more workers to work one job dividing the 40-hour week between them and sharing the tasks involved in that job. This would also minimize problems in supervision, case management, and the logistics of transportation and other job-related supports.

We would also encourage the development of innovative retirement policies, which provide for a flexibility of employment possibilities after age 55. Agencies must experiment with concepts such as partial retirement; here individuals reaching retirement age have the possibility of continuing work with the agency, working fewer hours but sustaining an ongoing work relationship with the employer.

In sum, we are calling for a restructuring and redistribution of work which, in the long run, would benefit all age cohorts in our society. Ultimately, such a restructuring would open up jobs to older people and others who are unable to work full-time because of other commitments--housewives and mothers, for example.

U. S. Savings Bonds for Jobs

The U. S. Savings Bonds concept could be revised, or special "Bonds for Jobs" could be issued. In this case, Americans could invest their money in bonds that would be used to finance or expand existing work programs for seniors as an alternative to the use of general tax revenues to support these efforts.

IV. CONCLUSION

Presented above were just a few suggested courses of action government might consider taking to make a significant impact in both improving the plight of older people and increasing the quality and quantity of social services in the United States. We offer them to stimulate thought and action.

Behind the words, statistics and tables exists the real human condition; often ignored, lost or overlooked in the stampede of good intentions, research dollars and file cabinets are the masses of forgotten Americans whom studies such as ours seek to understand. The purpose of research efforts in gerontology, however, should not merely be to understand what is happening to older people in this nation, but rather to identify their situation, and where needed, to help change it. Ideally, this is accomplished by identifying areas of need, demonstrating solutions, and by making genuine commitments in real dollars and programs. Unfortunately, research is often so much academe, dollars tough to come by, and most programming mere band-aides incapable of knitting gaping wounds. Angry phrases in the gerontological literature try but fail to express what all this means; "a waste of human talent", "a well of untapped human resources", and other worn cliches remind us that our attempts to improve the situation of older Americans have not flowed as easily as the words we use to describe them.

FOOTNOTES - CHAPTER 7

1. Merrilee L. Stewart, et al, Differential Use of Volunteers in Public Welfare Settings: A Pilot Study, (School of Social Welfare Research, School of Social Work, University of Georgia, 1972), p. 43.

2. Tish Sommers, "Feel Useful Carrots' Leave Older Workers Undernourished", Grey Panther Network, Summer, 1978, p.2.

3. Bert Seidman and Lyndon Drew, "The Injustices of Aging", The American Federationist, July, 1978, pp. 15-19.

APPENDIX A

SURVEY OF PROFESSIONAL STAFF

1. I.D. CODE: _____(1-3) DATE: _____

2. COUNTY: _____(5-6) TIME OF DAY: _____

INTERVIEWER: _____

3. Respondent's Name _____
last first Initial

4. Agency _____(7) Phone # _____

Unit _____

Central Office _____ District Office _____

5. Sex: 1 Male 2 Female (8/9)

6. Race: 1 White 2 Black 3 Hispanic 4 Other (9/9)

DECK #1

7. Does you organization use: (10-31/9)

	yes	no	unsure	how many	age range	# 55+
(a) Unpaid Volunteers	1	2	3			
(b) Paid Lay Therapists (Paraprofessionals)	1	2	3			

IF NO, SKIP TO QUESTION 11.

---

8. If yes, are any of these people members of the: (circle numbers) (32/9)

Foster Grandparent Program (FGP) 1
Retired Senior Volunteer Program (RSVP) 2
Green Thumb Program (GT) 3
Senior Parent Aid Network (SPAN) 4
Don't Know 5

---

9. What tasks do these people perform? (33-34/9)

---

10. Do you plan to continue using volunteers/lay therapists next year? (35/9)

yes	no	don't know
1	2	3

---

11. How do you define volunteering? (36/9)

DECK #1

12. Do you engage in any volunteer activity? (37/9)

yes	no
1	2

---

13. Name of voluntary organization(s) (if any) (38/9)

---

14. What services do you perform? (39/9)

---

15. How often do you volunteer? (40/9)
(circle)

frequently. 1
fairly often. 2
occasionally. 3
rarely. 4
never 5

---

16. Would you recommend this activity to a friend? (41/9)

yes	no
1	2

---

17. If we could guarantee your Division or Agency 10 elderly volunteers or lay therapists would you make use of them? (42/9)

yes	no
1	2

DECK #1

The programs we mentioned (RSVP, ~~SCP~~, ~~CP~~ etc.) are either volunteer programs or older worker employment programs.

18. What type of program would you prefer? (circle number) (43/9)

volunteer program. 1
older worker employment program. 2
both 3

---

19. Regarding the volunteer program, how much expense money do you think seniors would need in order to participate? (circle one) (44/9)

$1.00 or less per hour. 1
$1.01 to $1.65 per hour 2
$1.66 to $2.30 per hour 3

---

20. Which benefits do you feel should be provided? (circle choices) (45-49/9)

medical benefits. 1
vacation and sick leave 2
a free meal 3
free transportation 4
other (explain) 5

_____

---

21. Regarding the employment program, how much money do you think a senior should receive? (circle one) (50/9)

$2.30 to $3.29 per hour. . . . 1
$3.30 to $4.29 per hour. . . . 2
$4.30 or more per hour 3

DECK #1

22. What benefits do you feel should be provided? (circle choices) (51-55/9)

medical benefits. 1
vacation and sick leave 2
a free meal 3
free transportation 4
other (explain) 5

_____

---

23. What is the maximum number of hours elderly volunteers or lay therapists should be asked to put in per week? _____ (56-57/9)

---

24. Currently money earned after a certain level of income lowers Social Security payments. Do you feel this system should be changed? Should older people be permitted to earn money without a decrease in their Social Security payments? (58/9)

yes	no
1	2

---

25. Should there be an age limit to the participation of older people in these programs? (59-63/9)

yes	no
1	2

If yes, what age range: ___ to ___

---

26. Should these programs be directed only towards low-income elderly? (64/9)

yes	no
1	2

DECK #1

27. Here is a list of possible assignments older people in the above programs might be asked to perform. If your agency incorporated any of these programs would you utilize the elderly in any of the following cases? (65-71/9)

Would you be willing to allow them to work with:

	1 WILLING	2 SOMEWHAT WILLING	3 UNSURE	4 SOMEWHAT UNWILLING	5 UNWILLING
(1) a young child (under 12)?	1	2	3	4	5
(2) a teenager?	1	2	3	4	5
(3) a delinquent child?	1	2	3	4	5
(4) a handicapped child?	1	2	3	4	5
(5) a child whose family is on welfare?	1	2	3	4	5
(6) a family suspected of abusing or neglecting a child?	1	2	3	4	5
(7) Other. List:	1	2	3	4	5

---

28. Here is a list of places where participants in these programs might be asked to perform their duties. As a sponsoring agency of one of these programs would you be willing to let the elderly provide services at any of the following places? YES or NO? (72-78/9)

	Yes	No
(1) in schools?	1	2
(2) in day care centers?	1	2
(3) in the child's home?	1	2
(4) hospitals or mental institutions?	1	2
(5) in detention centers?	1	2
(6) in the home of the elderly volunteer/lay therapist?	1	2
(7) other (explain)	1	2

I.D. CODE: _____(1-3) DECK # 2 (4)

29. If you were to assign an older person to work in a client's home are there any racial, class, religious or ethnic combinations you feel would present problems? (Probe) (5-6/9)

yes	no
1	2

LIST:

---

30. Are there any racial, class, religious or ethnic combinations you would prefer? (7-8/9)

yes	no
1	2

LIST:

---

31. What are some of the problems you anticipate in using older people in your agency. (can circle more than one) (9-16/9)

attendance problems. 1
problems functioning w/the staff. 2
administrative problems. 3
placement problems 4
utilization problems 5
client's resistance. 6
transportation problems. 7
other problems (explain) 8

DECK #2

32. We'd like to know some of your thoughts about how elderly volunteers/lay therapists (would) get along with professional staff. Assume that one of the projects described above was implemented in your agency; react to the following statements by indicating whether you STRONGLY AGREE, AGREE, are UNSURE DISAGREE, or STRONGLY DISAGREE about each statement. (17-25/9)

ROLE	1 STRONGLY AGREE	2 AGREE	3 UNSURE	4 DISAGREE	5 STRONGLY DISAGREE
(1) The staff at the site where I serve needs (would need) training in dealing with the elderly volunteers or lay therapists.	1	2	3	4	5
(2) The staff here (would) do(es) everything possible to make the seniors feel wanted.	1	2	3	4	5
(3) Seniors (would) have little opportunity to use their abilities in this organization	1	2	3	4	5
(4) The professional staff and the seniors here (would) work well together	1	2	3	4	5
(5) In general, the lives of the seniors who got involved (would) change for the better as a result of their experience with this agency.	1	2	3	4	5
(6) The staff here (would) perceive seniors (especially those paid for their services) as a potential threat to their jobs	1	2	3	4	5
(7) If the paid staff here ever went on-strike the elderly volunteers/lay therapists would be encouraged to cross the picket line.	1	2	3	4	5
ASK ONLY OF OLDER WORKER/VOLUNTEER SPONSORS					
(8) The seniors that we have here need more decision-making powers.	1	2	3	4	5
(9) I wish that the seniors here would have received better training for their positions.	1	2	3	4	5

DECK #2

33. We'd like to know some more of your thoughts about children. (26-37/9) The following list of statements will help us understand this. We'll read each statement one-at-a-time; you will probably agree with some, and disagree with others. Just tell us if you STRONGLY AGREE, AGREE, are UNSURE, DISAGREE or STRONGLY DISAGREE.

CHILDREN	1 STRONGLY AGREE	2 AGREE	3 UNSURE	4 DISAGREE	5 STRONGLY DISAGREE
(1) Children should be hit by adults when all other methods of discipline fail.	1	2	3	4	5
(2) When I'm dealing with younger persons, I want them to do what I tell them	1	2	3	4	5
(3) Kindness and understanding are more effective methods of dealing with problem children.	1	2	3	4	5
(4) It is no more difficult to keep one's temper with a problem child, than it is with any other child. . . .	1	2	3	4	5
(5) Looking after children really demands too much of me.	1	2	3	4	5
(6) All in all children are more of a burden than a blessing.	1	2	3	4	5
(7) Obedience and respect for authority are the most important virtues children should learn	1	2	3	4	5
(8) It's hard to get along with kids from a different social class than my own.	1	2	3	4	5
(9) What children need most is love, attention and respect from adults who are close to them	1	2	3	4	5
(10) It is easy to get along with kids from other races than my own	1	2	3	4	5
(11) In dealing with children it is better to be gentle than too harsh.	1	2	3	4	5

DECK #2

34. How many children did you raise? (38-39/9)

_____

35. Were any of them adopted? (40/9)

yes	no
1	2

36. Did you ever participate in the Foster Parent Program? (41/9)

yes	no
1	2

37. How many grandchildren do you have? (42-43/9)

_____

DECI. #2

38. Once again, I'll read you some statements; tell me if you: STRONGLY DISAGREE, DISAGREE, are UNCERTAIN, AGREE OR STRONGLY AGREE. (44-53/9)

OLDER WORKERS	1 STRONGLY AGREE	2 AGREE	3 UNCERTAIN	4 DISAGREE	5 STRONGLY DISAGREE
(1) Older people are harder to train for jobs than younger people.	1	2	3	4	5
(2) Older people are absent from work more often than younger persons. (under age 30)	1	2	3	4	5
(3) You'll find that the employees who are most loyal on the job are older workers.	1	2	3	4	5
(4) In a case where two people can do a job about the same, I'd pick the older person for the job	1	2	3	4	5
(5) An older person usually turns out work of higher quality	1	2	3	4	5
(6) I believe that older people cooperate more on the job	1	2	3	4	5
(7) Supervisors find it hard to get older people to adopt new methods on the job.	1	2	3	4	5
(8) Older people should be forced to retire to create positions for younger persons	1	2	3	4	5
(9) How long a person has worked in a company should count more than the amount of work he/she turns out . .	1	2	3	4	5
(10) Elderly people would prefer to continue working if work rules were developed which addressed their needs .	1	2	3	4	5

DECK #2

39. Again, I'll read you some statements; tell me if you: STRONGLY AGREE, AGREE are UNCERTAIN, DISAGREE, or STRONGLY DISAGREE. (54-64/9)

AGING	1 STRONGLY AGREE	2 AGREE	3 UNCERTAIN	4 DISAGREE	5 STRONGLY DISAGREE
(1) It would probably be better if most old people lived in residential units intended solely for senior citizens.	1	2	3	4	5
(2) Most old people are really no different from anybody else.	1	2	3	4	5
(3) Older people are too set in their ways -- they don't want to change.	1	2	3	4	5
(4) Old people have too much power in business and politics.	1	2	3	4	5
(5) Most old people are capable of new adjustments when the situation demands it.	1	2	3	4	5
(6) There are a few exceptions, but in general most old people are pretty much alike.	1	2	3	4	5
(7) Most old people are cheerful, agreeable, and good humored	1	2	3	4	5
(8) Most old people are constantly complaining about the behavior of the younger generation.	1	2	3	4	5
(9) The way the elderly are treated today makes me afraid of getting older	1	2	3	4	5
(10) Older persons should be allowed to work in order to keep out of debt.	1	2	3	4	5
(11) With proper training, most older people are qualified to get involved in child care projects like the F.G.P., etc	1	2	3	4	5

DEC #2

Demographic Section

40. Age _____ (65-66/9)

---

41. Marital status: circle number which comes closest to the respondent's current marital status. (67/9)

single. 1
married 2
separated 3
divorced. 4
widowed 5

---

42. (If married) is your spouse working now? (68/9)

yes	no
1	2

---

43. What kind of work? (Get exact job description.) (69-70/9)

---

44. How many years of schooling did you have? (71-74/9)

_____

If any college, ask:

Which colleges did you attend? _____ Major(s)_____

_____ _____

_____ _____

DECK #2

Demographic Section (cont.)

45. Family income: circle the number which comes closest to the respondent's (75-77/9)

MONTHLY FAMILY INCOME

$ 400 or less. 01
401-500. 02
501-600. 03
601-700. 04
701-800. 05
801-900. 06
901-1,000. 07
1,001-1,200. 08
1,201-1,300. 10
1,301-1,400. 11
1,401-1,500. 12
1,501 or more. 13

Number of persons in household _____

I.D. CODE: _____(1-3) DECK #3 (4)

46. Civil Service Title: _____ (5/9)

---

47. Working position: _____ (6/9)

---

48. Length of time with this agency: _____ (7-8/9)

---

49. Length of time in this field: _____ (9-10/9)

---

50. Do you: (circle one) (11/9)

own your home. 1
rent an apt. 2
a room. 3
a house 4
board. 5
live with parents. . . . 6

---

51. Considering the occupations, income and lifestyles of your neighbors, which of the following categories most accurately describes your present neighborhood. (12/9)

upper class. 1
middle class 2
working class. 3
lower class. 4

---

52. Is it: (13/9)

in the city. 1
in the suburbs 2
rural. 3

---

53. I'd like you to tell me about your neighborhood: (i.e., describe the kinds of homes, schools, stores/bars, traffic lights or public services, etc. that are within your immediate neighborhood). (14/9)

APPENDIX B
SURVEY OF OLDER PEOPLE _____

1. Do you own your home, rent, or board?
   1 OWN
   2 RENT
   3 BOARD

   IF RENT, CIRCLE:
   1 RENT APARTMENT
   2 RENT A ROOM
   3 RENT A HOUSE

Now, I'd like to ask you a few questions about volunteer activities.

2. Do you participate in <u>any</u> volunteer activity?
   1 YES
   2 NO

<u>HAND RESPONDENT CARD A</u>

3. Looking at this card, do you ever do any voluntary activities with any of these organizations?
   1 YES
   2 NO -- SKIP TO Q.17, p. 4.

   <u>IF "YES", ASK:</u>

4. Which one of the voluntary activities on that card do you participate in? Just read me the numbers.

   CIRCLE NUMBER BELOW

   1 2 3 4 5 6 7 8 9 10 11 12

   13 14 15 16 17 18 19 (SPECIFY OTHER)_____

   _____

5. About how many hours this past week did you put in as a volunteer or participant in this/these organizations?
   _____ HOURS PER WEEK
   0 NONE
   99 DON'T KNOW

6. About how many hours this past month did you put in as a volunteer or participant in this/these organizations?
   _____ HOURS
   0 NONE
   99 DON'T KNOW

**2

7. What is the maximum number of hours per week you would be willing to put in as a volunteer in any of these programs?

_____ HOURS PER WEEK
0 NONE
99 DON'T KNOW

8. What is the name of the voluntary program you spend most of your time on?

_____

9. Thinking of this one program, please describe the type of things you do?

10. When did you join this program?

_____
MONTH YEAR

HAND CARD B

11. Which of these was your major reason for joining this program?

1 I WANTED TO BE WITH PEOPLE, THE COMPANIONSHIP
2 I WANTED SOME EXTRA MONEY, THE INCOME
3 I WANTED SOMETHING TO DO, KEEP BUSY
4 I FEEL AN OBLIGATION TO DO SOMETHING, I OWE IT TO THEM
5 I ENJOY DOING THINGS FOR OTHERS, HELPING PEOPLE
6 OTHER (specify) _____

_____

12. Do you plan to continue with the program next year?

1 YES
2 NO

IF "NO", ASK:

13. Why do you say that?

HAND CARD C

14. Thinking of this program, how did you first hear about it? Just read me the number.

1 2 3 4 5 6 7 8 SPECIFY _____

_____

HAND CARD D

15. Please tell me the approximate amount of money you receive monthly as a member of this volunteer program? Just read me the number.

1 $60 or less
2 $61 - $90
3 $91 - $120
4 $121 - $150
5 $151 - $180
6 $181 - $210
7 $211 or more
8 NONE
9 DON'T KNOW

HAND CARD E

16. I am going to read you a series of statements about your role as a volunteer with this program. For each statement, please tell me whether you agree strongly, agree somewhat, disagree somewhat or disagree strongly, or are unsure.

	AGREE STRONGLY	AGREE SOMEWHAT	UNSURE	DISAGREE SOMEWHAT	DISAGREE STRONGLY
a) The staff at the site where I serve needs better training in dealing with the elderly	1	2	3	4	5
b) The staff does everything possible to make us feel wanted	1	2	3	4	5
c) Sometimes I feel that my role there is not very important	1	2	3	4	5
d) I have little opportunity to use my abilities in this organization	1	2	3	4	5
e) The professional staff and the seniors there work well together	1	2	3	4	5
f) I really feel part of this organization	1	2	3	4	5
g) My life has changed for the better as a result of my experience with this program	1	2	3	4	5
h) The staff there sees us as a potential threat to their jobs	1	2	3	4	5
i) I wish I would have received better training for my position there	1	2	3	4	5
j) If the paid staff there ever went on strike, I would not cross the picket line	1	2	3	4	5
k) We seniors need more decision making powers there	1	2	3	4	5
l) My main occupation before retiring was more fulfilling than my role with this program	1	2	3	4	5

**4

ASK EVERYBODY

17. Currently, money earned after a certain level of income lowers Social Security payments. Should older people be permitted to earn money without a decrease in their Social Security payments?

1 YES
2 NO
3 DON'T KNOW

There are many programs designed to provide some work or occupation for the elderly. Some of these problems are volunteer programs, and some are older worker employment programs, where the participants are paid wages or salaries.

First, I'd like to ask you about volunteer programs to provide work or occupation for the elderly.

HAND CARD F

18. Thinking of these types of volunteer programs, how much expense money do you think the average senior would need in order to participate in the program?

1 $1.00 or less per hour
2 $1.01 - $1.65 per hour
3 $1.66 - $2.30 per hour
4 More than $2.30 per hour
5 None, no money
6 DON'T KNOW

19. How much expense money would you personally need in order to participate in these types of volunteer programs?

1 $1.00 or less per hour
2 $1.01 - $1.65 per hour
3 $1.66 - $2.30 per hour
4 More than $2.30 per hr.
5 None, no money
6 DON'T KNOW

HAND CARD G

20. Which of these benefits do you think the average senior would need in order to participate in these types of volunteer programs?

1 MEDICAL BENEFITS
2 VACATION AND SICK TIME
3 A FREE MEAL
4 FREE TRANSPORTATION
5 OTHER

_____

21. Which of these benefits would you personally need in order to participate in these types of volunteer programs?

1 MEDICAL BENEFITS
2 VACATION AND SICK TIME
3 A FREE MEAL
4 FREE TRANSPORTATION
5 OTHER

_____

HAND CARD H

22. Now thinking about older worker employment programs, how much money in wages or salary do you think the average senior would need in order to participate in the program?

1 $2.30 - $3.29 per hour
2 $3.30 - $4.29 per hour
3 $4.30 or more per hour
4 DON'T KNOW

23. How much money in wages or salary would you personally need in order to participate in the program?

1 $2.30 - $3.29 per hour
2 $3.30 - $4.29 per hour
3 $4.30 or more per hour
5 DON'T KNOW

**5

HAND CARD G

24. What benefits do you think the average senior would need in order to participate in an older worker employment program?

1 MEDICAL BENEFITS
2 VACATION AND SICK TIME
3 A FREE MEAL
4 FREE TRANSPORTATION
5 OTHER

---

25. Which of these benefits would you personally need in order to participate in an older worker employment program?

1 MEDICAL BENEFITS
2 VACATION AND SICK TIME
3 A FREE MEAL
4 FREE TRANSPORTATION
5 OTHER

---

26. If your money and benefit requirements could be met, how likely would you be to participate in a volunteer program providing work or occupation for the elderly--would you be very likely, fairly likely, not too likely, or not likely at all?

1 VERY LIKELY
2 FAIRLY LIKELY
3 NOT TOO LIKELY
4 NOT LIKELY AT ALL
5 DON'T KNOW

27. If your money and benefit requirements could be met, how likely would you be to participate in an older worker employment program--would you be very likely, fairly likely, not too likely, or not likely at all?

1 VERY LIKELY
2 FAIRLY LIKELY
3 NOT TOO LIKELY
4 NOT LIKELY AT ALL
5 DON'T KNOW

28. If you were to participate in either a volunteer program or an employment program, about how many hours per week would you be able to work?

_____ HOURS PER WEEK
99 DON'T KNOW

29. Do you think there should be any age limits to the participation of older people in these types of volunteer or employment programs?

1 YES
2 NO
3 DON'T KNOW

IF "YES", ASK:

30. What is the oldest age that a person could be and still participate?

_____ YEARS

31. What is the youngest age that a person could be and still participate?

_____ YEARS

32. Should these volunteer and older worker employment programs be limited only to low-income elderly, or should any older person be allowed to participate?

1 LIMIT TO LOWER INCOME
2 ANYONE COULD PARTICIPA
3 DON'T KNOW

**6

HAND CARD I

34. I am going to read you a list of things older people in a volunteer or employment program might be asked to do. For each thing, please tell me how willing you would be to do that assignment -- would you be very willing, fairly willing, not too willing, not willing at all or unsure?

	VERY WILLING	FAIRLY WILLING	UNSURE	NOT TOO WILLING	NOT WILLING AT ALL
a) Work with a young child, under 12 years old	1	2	3	4	5
b) Work with a teenager	1	2	3	4	5
c) Work with a delinquent child	1	2	3	4	5
d) Work with a physically handicapped child	1	2	3	4	5
e) Work with a mentally handicapped child	1	2	3	4	5
f) Work with a child whose family is on welfare	1	2	3	4	5
g) Work with a family suspected of abusing or neglecting a child	1	2	3	4	5

HAND CARD J

35. As a member of one of these programs, where would you be willing to go to provide services? Just read me the numbers.

1 TO A SCHOOL
2 TO A DAY CARE CENTER
3 TO THE CHILD'S HOME
4 TO A HOSPITAL OR MENTAL INSTITUTION
5 TO A DETENTION CENTER
6 IN YOUR OWN HOME
7 ALL OF THESE
8 NONE OF THESE
9 DON'T KNOW

36. What are some of the most important problems older people would have in providing child care services?

**7

HAND CARD K

37. I am going to read you some statements about dealing with children. For each statement, please tell me whether you agree strongly, agree somewhat, disagree somewhat or disagree strongly or are unsure.

	AGREE STRONGLY	AGREE SOMEWHAT	UNSURE	DISAGREE SOMEWHAT	DISAGREE STRONGLY
a) Children should be hit by adults when all other methods of discipline fail	1	2	3	4	5
b) When I'm dealing with younger persons, I want them to do what I tell them	1	2	3	4	5
c) Kindness and understanding are more effective methods of dealing with problem children	1	2	3	4	5
d) It is no more difficult to keep one's temper with a problem child than it is with any other child	1	2	3	4	5
e) Looking after children really demands too much of me	1	2	3	4	5
f) All in all, children are more of a burden than a blessing	1	2	3	4	5
g) Obedience and respect for authority are the most important virtues children should learn	1	2	3	4	5
h) It's hard to get along with kids from a different social class than my own	1	2	3	4	5
i) During my working years, I would have liked to have had a job dealing with children	1	2	3	4	5
j) What children need most is love, attention and respect from adults who are close to them	1	2	3	4	5
k) It is easy to get along with kids from other races than my own	1	2	3	4	5
l) In dealing with children, it is better to be gentle than too harsh	1	2	3	4	5

HAND CARD L

38. Please tell me which one of these items best describes you personally?

1 MARRIED, LIVING WITH SPOUSE
2 MARRIED, SEPARATED FROM SPOUSE
3 WIDOWED
4 DIVORCED
5 SINGLE, NEVER MARRIED

39. How many children, if any, did you raise or help raise up to age 18?

_____ CHILDREN
0 NONE
9 DON'T KNOW
} GO TO Q. 43

IF ANY CHILDREN, ASK:

40. Were any of these children adopted?

1 YES
2 NO

41. Have you ever been in the Foster Parent Program?

1 YES
2 NO

42. How many grandchildren do you have, under age 18?

_____ GRANDCHILDREN
0 NONE
9 DON'T KNOW

HAND CARD M

43. How often do you talk to or spend time with any children, under age 18?

1 NEARLY EVERY DAY
2 2 - 4 TIMES PER WEEK
3 ABOUT ONCE A WEEK
4 A COUPLE TIMES A MONTH
5 ONCE A MONTH
6 LESS THAN ONCE A MONTH
7 NEVER

44. Do you belong to a church or synagogue?

1 YES
2 NO - Go to Q. 47.

IF "YES", ASK:

45. What religion is that?

1 EPISCOPAL
2 METHODIST
3 LUTHERAN
4 BAPTIST
5 PRESBYTERIAN
6 OTHER PROTESTANT
7 ROMAN CATHOLIC
8 JEWISH
9 OTHER _____
0 NONE

46. How often do you attend religious services?

1 MORE THAN ONCE A WEEK
2 ONCE A WEEK
3 ONCE OR TWICE A MONTH
4 LESS THAN ONCE A MONTH
5 RARELY
6 NEVER

**9

HAND CARD K AGAIN

47. I am going to read you a series of statements that might apply to you. For each, please tell me whether you agree strongly, agree somewhat, disagree somewhat, disagree strongly or are unsure.

	AGREE STRONGLY	AGREE SOMEWHAT	UNSURE	DISAGREE SOMEWHAT	DISAGREE STRONGLY
a) I can be comfortable with all kinds of people	1	2	3	4	5
b) I don't believe that I've got it in me to use my energies in better ways	1	2	3	4	5
c) I seem to be able to handle things; I'm on a pretty solid foundation and it makes me sure of myself	1	2	3	4	5
d) I don't approve of doing favors for people. I believe in looking to my family and myself	1	2	3	4	5
e) When people have values I don't like, I just don't care to have much to do with them	1	2	3	4	5
f) When I'm in a group, I usually don't say much for fear of saying the wrong thing	1	2	3	4	5
g) I enjoy myself most when I'm alone, away from other people	1	2	3	4	5
h) I seldom worry about other people's problems	1	2	3	4	5
i) I do not worry or condemn myself if other people pass judgment against me	1	2	3	4	5

48. Do you have a driver's license?
1 YES
2 NO

49. Do you drive your own car?
1 YES-Go to Q. 52.
2 NO

IF "NO", ASK:

50. Does someone else drive you places at least once a week?
1 YES
2 NO

51. Do you take a bus or other public transportation when you want to go someplace?
1 YES
2 NO

**10

52. Altogether, about how many times a week do you get out of your house (apartment) to run errands, visit, or just walk? Would you say you get out nearly every day, three or four times a week, once or twice a week, or less than once a week?

1 NEARLY EVERY DAY
2 THREE OR FOUR TIMES P/WK
3 ONCE OR TWICE A WEEK
4 LESS THAN ONCE A WEEK
5 OTHER

HAND CARD K , AGAIN

53. I am going to read you a series of statements about older workers. For each, please tell me whether you agree strongly, agree somewhat, disagree somewhat, disagree strongly or are unsure?

	AGREE STRONGLY	AGREE SOMEWHAT	UNSURE	DISAGREE SOMEWHAT	DISAGREE STRONGLY
a) Older people are harder to train for jobs than younger people	1	2	3	4	5
b) Older people are absent from work more often than younger people (under age 30)	1	2	3	4	5
c) You'll find that the employees who are most loyal on the job are older workers	1	2	3	4	5
d) In a case where two people can do a job about the same, I'd pick the older person for the job	1	2	3	4	5
e) An older person usually turns out work of higher quality	1	2	3	4	5
f) I believe that older people cooperate more on the job	1	2	3	4	5
g) Supervisors find it hard to get older people to adopt new methods on the job	1	2	3	4	5
h) Older people should be forced to retire to create positions for younger persons	1	2	3	4	5
i) How long a person has worked in a company should count more than the amount of work he/she turns out	1	2	3	4	5
j) Elderly people would prefer to continue working if work rules were developed which addressed their needs	1	2	3	4	5

**11

HAND CARD P

54. Which of these statements best describes your employment status? Just read me the number.

1 2 3 4 5 6 7 8 9

55. Which of these statements best describes your spouse?

1 2 3 4 5 6 7 8 9
0 NO SPOUSE

55. Thinking of all the jobs you have had, have you ever worked with children?

1 YES
2 NO

56. We'd like to know something about how you spend your leisure time. For each item I read you, please tell me how much time you spend doing that.

a) How many hours each day do you usually watch TV? _____ HRS. PER DAY

b) How many hours each day do you usually read? _____ HRS PER DAY

c) How many hours each day do you usually listen to the radio? _____ HRS PER DAY

d) How many times per week do you usually visit friends and relatives? _____ TIMES PER WEE

d) How many times per month do you play bingo? _____ TIMES PER MON
0 NONE

e) How often do you usually go to movies, theater or concerts? _____ TIMES PER
1 WEEK
2 MONTH
3 YEAR
4 NEVER

f) How often do you go to parks? _____ TIMES PER
1 WEEK
2 MONTH
3 YEAR
4 NEVER

g) How often do you go shopping? _____ TIMES PER
1 WEEK
2 MONTH
3 YEAR
4 NEVER

h) How many hours a week do you spend on the telephone? _____ HOURS PER WEEK
0 NONE

i) How many times do you go to the Public Library? _____ TIMES PER
1 WEEK
2 MONTH
3 YEAR
4 NEVER

**12

57. Thinking of the past year, how many trips did you take that were 50 miles or more, one way?

_____ TRIPS
0 NONE

IF TRIPS TAKEN, ASK:

58. What was the primary purpose of your last trip -- to visit friends and relatives, to just go someplace to relax, or to see new places?

1 VISIT FRIENDS, RELATIVES
2 RELAX
3 VISIT NEW PLACES
4 OTHER

HAND CARD K AGAIN

59. I am going to read you some statements. For each statement, please tell me whether you agree strongly, agree somewhat, disagree somewhat, disagree strongly, or are unsure?

	AGREE STRONGLY	AGREE SOMEWHAT	UNSURE	DISAGREE SOMEWHAT	DISAGREE STRONGLY
a) It would probably be better if most old people lived in residential units intended solely for senior citizens	1	2	3	4	5
b) Most old people are really no different from anybody else	1	2	3	4	5
c) Older people are too set in their ways--they don't want to change	1	2	3	4	5
d) Most old people are capable of new adjustments when the situation demands it	1	2	3	4	5
e) There are a few exceptions, but in general, most old people are pretty much alike	1	2	3	4	5
f) Most old people are cheerful. agreeable, and good humored	1	2	3	4	5
g) Most old people are constantly complaining about the behavior of the younger generation	1	2	3	4	5
h) The way the elderly are treated today makes me afraid of getting older	1	2	3	4	5
i) Older persons should be allowed to work in order to keep out of debt	1	2	3	4	5
j) With proper training, most older people are qualified to get involved in child care projects like the Foster Grandparents, etc.	1	2	3	4	5
k) Old people have too much power in business and politics	1	2	3	4	5

60. How old are you? _____ YEARS

61. Do you live alone or with someone?
1 ALONE
2 WITH SOMEONE

IF LIVE WITH SOMEONE, ASK:

62. With whom do you live?
1 FRIEND, UNRELATED ADULT
2 SPOUSE
3 OTHER RELATIVE
4 CHILD, CHILDREN
5 Other _____

63. What was the last grade you completed in school?
1 EIGHTH GRADE OR LESS
2 HIGH SCHOOL INCOMPLETE
2 HIGH SCHOOL COMPLETE
4 SOME COLLEGE
5 COLLEGE COMPLETE

64. How would you rate your health at the present time?
1 EXCELLENT
2 GOOD
3 FAIR
4 POOR

HAND CARD Q

65. Looking at this card, please read me the number that describes your total family income, from all sources each month.
1 $100 OR LESS
2 $101 - $200 per month
3 $201 - $300 per month
4 $301 - $400 per month
5 $401 - $500 per month
6 $501 - $600 per month
7 $601 - or more per mon

THANK YOU FOR THIS INTERVIEW.

66. SEX: 1 MALE 2 FEMALE

67. RACE: 1 WHITE, 2 BLACK 3 HISPANIC 4 OTHER

68. THE RESPONDENT:
1 READ VERY WELL
2 COULD READ ADEQUATELY
3 COULD HARDLY READ
4 COULD NOT READ

69. THE RESPONDENT:
1 SPOKE ENGLISH VERY WELL
2 SPOKE ENGLISH ADEQUATELY
3 SPOKE ENGLISH POORLY
4 DID NOT SPEAK ENGLISH

69a. TYPE OF AREA:
1 CENTRAL CITY
2 SUBURBAN
3 SMALL TOWN
4 RURAL
5 ELDERLY RETIREMENT COMMUNITY

70. THE RESPONDENT:

1 HAD SOMEONE IN THE HOUSE ACT AS INTERPRETER
2 ANSWERED ALL THE QUESTIONS HIMSELF/HERSELF WITHOUT HELP.

71. I HAD TO:

1 REPEAT ALMOST EVERY QUESTION
2 REPEAT AN OCCASIONAL QUESTION
3 DID NOT HAVE TO REPEAT THE QUESTIONS

71A. On the following questions, circle the number which most closely describes the respondent. For example, in answering the first question, if you thought the respondent was very suspicious you would circle 5; if you thought him only a little suspicious you would circle 4, etc.

Thinking of the interview, would you say the respondent was:

Trusting	1	2	3	4	5	Suspicious
Interested	1	2	3	4	5	Bored
Willing to talk about himself	1	2	3	4	5	Not willing to talk about himself
Answered questions directly	1	2	3	4	5	Gave vague, wandering answers
Eager to continue session	1	2	3	4	5	Eager to end session

72. HOUSING DESCRIPTION:

1 ONE FAMILY ATTACHED
2 ONE FAMILY DETACHED
3 TWO FAMILY
4 GARDEN APARTMENT
5 HIGH RISE APARTMENT

73. NEIGHBORHOOD DESCRIPTION

1 POOR
2 WORKING CLASS
3 MIDDLE CLASS
4 UPPER CLASS

TIME INTERVIEW COMPLETED _____ LENGTH OF INTERVIEW _____

DATE_____ COUNTY_____

INTERVIEWER'S NAME _____

APPENDIX C

CLUSTERING OF ITEMS IN THE ATTITUDE SCALES AND THE CREATION OF NEW VARIABLES

I. Attitude Scales

The interview schedule contained four interval level, Likert-type attitude scales. (see Appendix B). Each scale contained 9-12 statements to which the older people were asked to respond on the continuum: strongly agree, agree, unsure, disagree, strongly disagree.

The attitude scales measured the attitudes toward: self and others, older workers, aging, and children.

Another interval scale measured the willingness of the older people to work with different target groups of children. The item read: "How willing would you be..." and the statement was followed by a list of 7 target groups to which the subject would be assigned to respond on a five point scale ranging between very willing and not willing at all.

Each of the scales described above were asked of all respondents. The last assessment scales, called the Role Scale, was asked only of those elderly who classified themselves as participating in a volunteer or older worker employment program. Once again a series of 12 statements were asked of this subsample. The same 5 point continuum: strongly agree, to strongly disagree described in the above attitude scales was used here. The scale was designed to assess the perceived relationship between the older participants and the organizations and staff with which they work.

The final interval scale included in the instrument was an assessment of the respondents by the interviewers. This Guttmann-type scale used opposite concepts such as: trusting or suspicious. The interviewer then checks off a point on the 5 point scale between these concepts. Therefore, a respondent could be rated as very trusting, trusting, suspicious or very suspicious with an unsure in the center.

II. INTRA-SCALE CLUSTERS

Pearson Correlation matrices were created for each of the interval scales, and linkage analysis was used to determine if the items in the scales clustered around central concepts.

Since there were a total of 61 interval items it was hoped that this analysis would reduce the number of attitudinal variables to a workable number for further analysis. The results for each scale are described below.

Attitudes Toward Self and Others

Self image, as well as the relationship with others is related to work, retirement and voluntarism. A Pearson matrix was drawn for the 5 point Likert-type items contained in this scale.

A linkage analysis identified three clusters of items. These clusters are shown in Figure 1 below.

Self Confidence

Three of the Self/Other scale items which formed one of the clusters were:

S SCALE 1: I can be comfortable with all kinds of people.

S SCALE 3: I seem to be able to handle things. I'm on a pretty solid foundation and it makes me sure of myself.

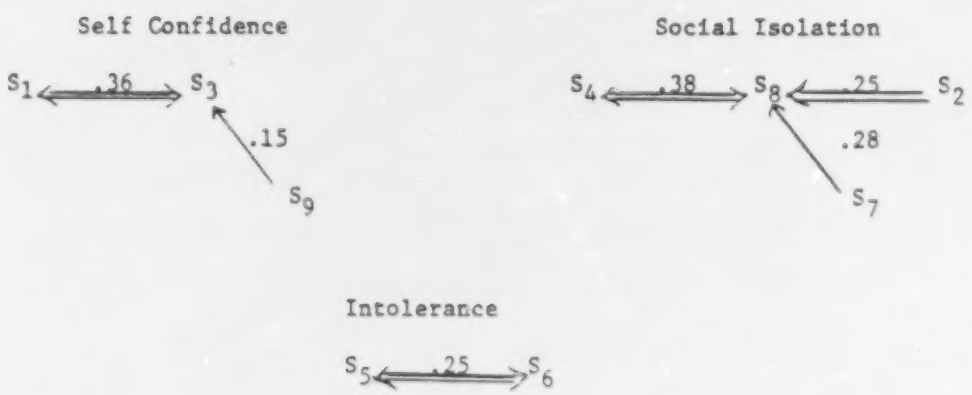
S SCALE 9: I do not worry or condemn myself if other people pass judgment against me.

These three items which relate to the individuals ability to deal with other people were linked in the minds of respondents and were labeled "Self Confidence."

FIGURE 1

CLUSTER OF ITEMS ON THE SELF/OTHERS SCALE
BY THE ELDERLY RESPONDENTS

n=467



Social Isolation

Four other items formed another cluster, they were:

S SCALE 2: I don't believe that I've got it in me to use my energies in better ways.

S SCALE 4: I don't approve of doing favors for people. I believe in looking to my family and myself.

S SCALE 7: I enjoy myself most when I'm alone, away from other people.

S SCALE 8: I seldom worry about other people's problems.

These four items dealt with people's inability to deal with others. By adding these linked values a new variable, "Social Isolation," was obtained.

Intolerance

Somewhat directly correlated with social isolation and inversely correlated with self confidence was a two-item doublet which was labeled "intolerance."

The items included in this new variable were:

S SCALE 5: When people have values I don't like, I just don't care to have much to do with them.

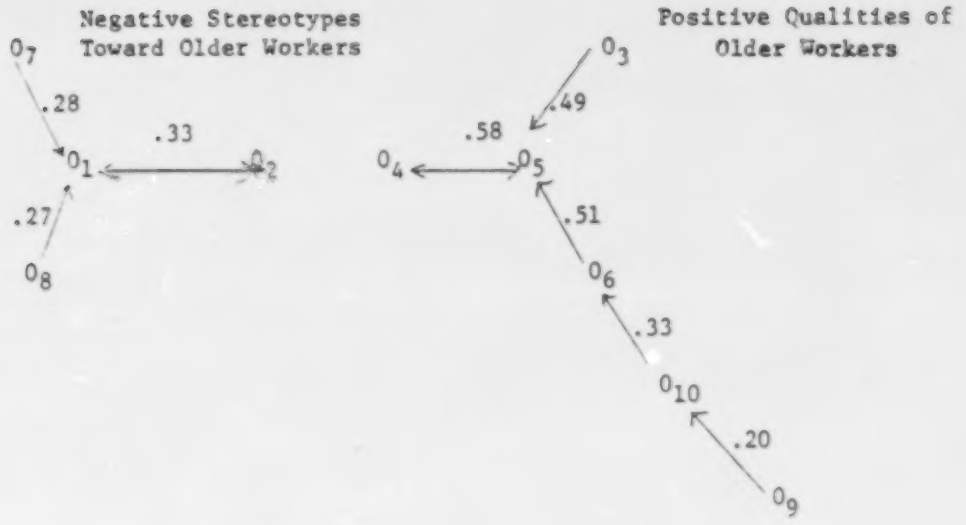
S SCALE 6: When I'm in a group, I usually don't say much for fear of saying the wrong thing.

Attitudes to Older Workers

A nine item scale was used to measure attitudes to older workers. The linkage analysis of the Pearson correlation matrix yielded two clusters. The matrix is shown in Figure 2 below.

FIGURE 2

CLUSTER OF ITEMS ON THE OLDER WORKERS SCALE BY ELDERLY RESPONDENTS



Negative Stereotypes to Older Workers

The first of these clusters contained four items which conceptually were linked in the minds of the elderly. These items were:

O SCALE 1: Older people are harder to train for jobs than younger people.

O SCALE 2: Older people are absent from work more often than younger people.

0 SCALE 7: Supervisors find it hard to get older people to adopt new methods on the job.

0 SCALE 8: Older people should be forced to retire to create positions for younger persons.

These four items were negative in their orientation - essentially featuring the negative stereotypes of older workers. The linkage can, therefore, be understood since the majority of the subjects interviewed tended to disagree with these negative stereotypes. A new variable, negative stereotypes toward older workers, was created by combining these items.

Positive Qualities of Older Workers

The remaining 6 items in the older workers scale formed a separate cluster. They were:

0 SCALE 3: You'll find that the employees who are the most loyal on the job are older employees.

0 SCALE 4: In a case where two people can do the job about the same, I'd pick the older person for the job.

0 SCALE 5: An older person usually turns out work of a higher quality.

0 SCALE 6: I believe that older people cooperate more on the job.

0 SCALE 9: How long a person has worked in a company should count more than the amount of work he or she turns out.

0 SCALE 10: Elderly people would prefer to continue working if work rules were developed which addressed their needs.

These items, generally characterizing older workers in a positive fashion led to the creation of a new variable,"Positive Qualities of Older Workers".

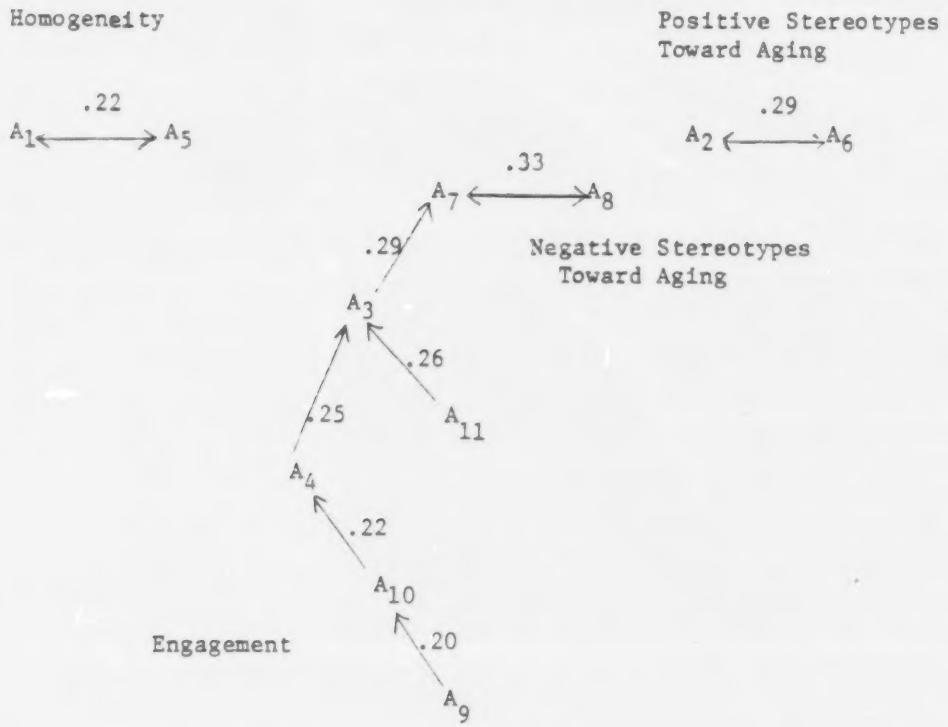
Attitudes to Aging

A Pearson correlation matrix was created from the responses to the eleven item Aging Scale. The three clusters which appeared from the linkage analysis are depicted in Figure 3 below.

FIGURE 3

CLUSTERS OF ITEMS OF THE AGING SCALE BY ELDERLY RESPONDENTS

n=467



Attitudes Toward Older People As A Homogeneous Group

The first cluster was a two-item doublet which contained the following items:

A SCALE 1: It would probably be better if most older people lived in residential units intended solely for senior citizens.

A SCALE 5: There are few exceptions, but in general, most old people are pretty much alike.

These two items linked in the minds of the elderly deal with perceived homogeneity among older people. It is reasonable to assume that if someone felt most older people are pretty much alike they might feel that they should live together in residential units. Therefore, in general, these items deal with the concept of homogeneity. Older people are often thought of as homogenious group in our society, even to a certain degree apparently, some elderly in the sample have accepted this impression. These two items were combined to form the measure of the new variable - "Homogeneity."

Positive Stereotypes Toward Aging

Two other items from the aging scale formed a doublet. These items were:

A SCALE 2: Most old people are no different from anyone else.

A SCALE 6: Most older people are cheerful, agreeable and good humored.

These items linked in the elderlys' minds and can be taken as a positive stereotype; to them, older people are cheerful and in essence they are no different from anyone else.

Negative Stereotypes Toward Aging

The remaining cluster was divided to form two values. The first of these was labeled negative stereotypes and contained the following items:

A SCALE 7: Most old people are constantly complaining about the behavior of the younger generation.

A SCALE 8: The way the elderly are treated today makes me afraid of getting older.

A SCALE 3: Older people are too set in their ways, they don't want to change.

A SCALE 11: Old people have too much power in business and politics.

These items had more in common with each other, both conceptually and statistically than they did with the other items in the cluster. They were combined to form a new variable labeled "Negative Stereotypes to Aging."

Engagement

The final three items were linked to the main cluster only through the relationship between Aging 3 and Aging 4. Aging 3 is essentially the reverse of Aging 4; the former stating essentially that older people do not want to change, the latter that older people are able to change.

Since this link is based on the relationships of reversed concepts the following items were drawn out of the cluster to form a new concept.

These items were:

A SCALE 4: Most people are capable of new adjustments when the situation demands it.

A SCALE 9: Older persons should be allowed to work in order to keep out of debt.

A SCALE 10: With proper training, most older people are qualified to get involved in child care projects like the Foster Grandparents, etc.

The three items relate to a central concept of continued involvement - working to become involved. The concept was labeled "Engagement."

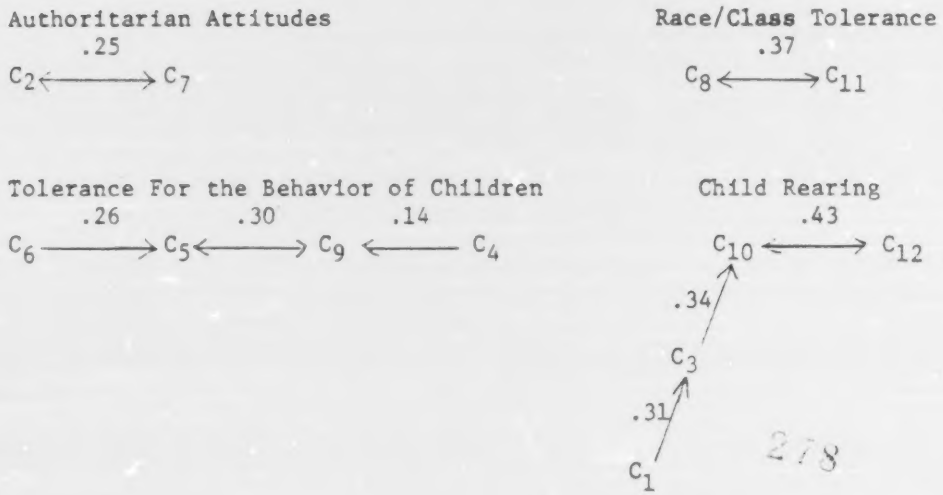
Attitudes Toward Children

The 12 items on the children scale were also placed in a Pearson matrix. The resulting clusters are depicted in Figure 4 below.

FIGURE 4

CLUSTERS OF ITEMS ON THE CHILDREN'S SCALE BY ELDERLY RESPONDENTS

n=467



Authoritarian Attitudes

C SCALE 2: When I'm dealing with younger persons, I want them to do what I tell them.

C SCALE 7: Obedience and respect for authority are the most important virtues children should learn.

These two items clustered to form what was called "authoritarian attitudes."

Race/Class Tolerance
(Phylogenetic)

Two other items which formed a doublet dealt with relating to children from other races or classes. They were:

C SCALE 8: It's hard to get along with kids from a different social class than my own.

C SCALE 11: It is easy to get along with kids from other races than my own.

These two items were combined to form the variable "Race/Class Tolerance."

Tolerance for Behavior of Children

Four items formed yet another cluster. They were:

C SCALE 5: Looking after children really demands too much of me.

C SCALE 9: During my working years I would have liked to have had a job working with children.

C SCALE 6: All in all children are more of a burden than a blessing.

C SCALE 4: It is no more difficult dealing with a problem child than it is with any other child.

These items, linked in the minds of the elderly, all dealt with the ability or desire of older people to relate to children in general. The items were combined to form the variable labeled "Tolerance for the Behavior of Children."

Attitudes Toward Child Rearing

The remaining four items which formed the last cluster were:

C SCALE 1: Children should be hit when all other methods of discipline fail.

C SCALE 3: Kindness and understanding are more effective methods of dealing with children.

C SCALE 10: What children need most is love, attention, and respect from adults who are close to them.

C SCALE 12: In dealing with children it is better to be gentle than to be harsh.

All of these items deal with methods of discipline, corporal punishment versus other methods of correcting children. These were combined to form a variable which was labeled "Attitudes Toward Child Rearing."

Willingness to Work with Target Groups

A Pearson matrix was also drawn for the items on the Willingness Scale. The question read: "How willing would you be to..." This was followed by a list of 7 groups to which the respondents would answer on a 5 point scale ranging between "very willing" to "not willing at all".

The seven groups were: a young child under 12 years old, a teenager, a delinquent child, a physically handicapped child, a mentally handicapped child, a child whose family is on welfare, a family suspected of abusing or neglecting a child.

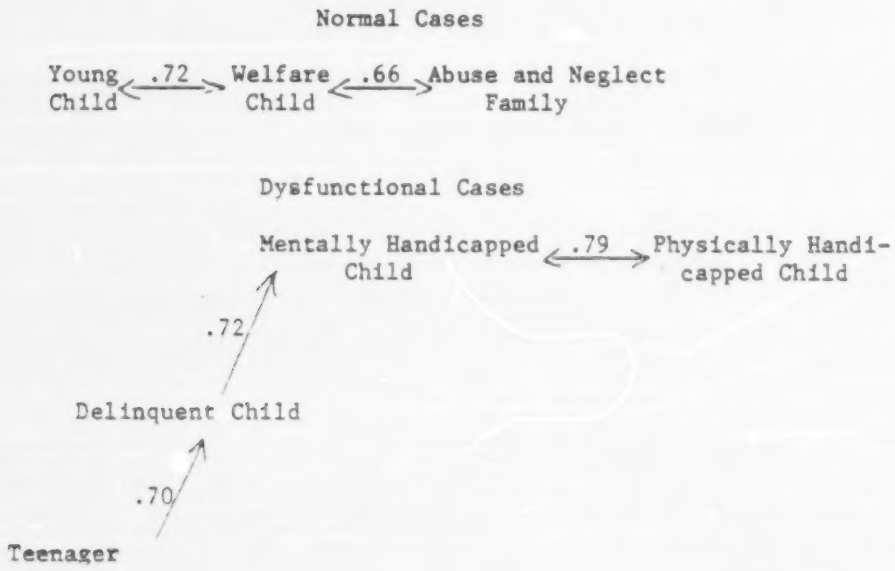
All of the target groups were interrelated in the minds of the elderly. The correlations between willingness to work with each of the target populations and the total willingness score (the sum of all of the items) ranged from a low of +.78 to a high of +.87. In fact, in the entire matrix the lowest correlation between two items was a +.50. This correlation was between working with a teenager and with a family suspected of abusing or neglecting a child. The relatively low Pearson correlation could be due in part to the combination of teenager and children, as well as the introduction of the concept of family.

The linkages drawn between the items on the matrix are depicted in Figure 5 on page 14.

FIGURE 5

CLUSTER OF ITEMS ON THE WILLINGNESS SCALE BY ELDERLY RESPONDENTS

n=467



Although all of these items were highly interrelated, two groups of items clustered in the minds of the elderly. The two clusters were labeled "Normal" and "Dysfunctional". These labels are not meant to indicate that any of these target groups themselves are either normal or dysfunctional but only that the items did fall into two patterns.

Normal Cases

Included in this category, in the minds of the respondents, were young children, welfare children and families suspected of abusing or neglecting a child.

Although in the group of young children there may in fact be dysfunction, the problems were not specified in the items. In the one item where the dysfunction was reported (i.e., abuse and neglect) and although the child may be scarred emotionally and physically, it is with the parents that the dysfunction lies.

Dysfunctional Cases

Among the remaining target groups which clustered in the minds of the elderly respondents, the problems were specified - mentally handicapped, physically handicapped and delinquent.

Also contained in this cluster were teenagers, a target group which did not have a specified problem. However, the link here is between teenagers and delinquents. Stated another way teenagers as a service group have a greater relationship in the mind of the elderly respondents with delinquents than they do with any of the other suggested targets.

The link between teenagers and delinquents in the minds of professional staff was also strong, reflecting strong negative attitudes toward this age cohort. Also, when asked if they were interested in working with teenagers the respondents may have assumed this implied working with problem teenagers.

In any event, three new variables were created as a result of this analysis to be used later in the study. They were: willingness to work

with normal cases, dysfunctional cases and the total willingness to work with all cases.

Interviewer Assessment

The interviewers were asked to assess the older respondents on the basis of five dichotomies. The dichotomies were:

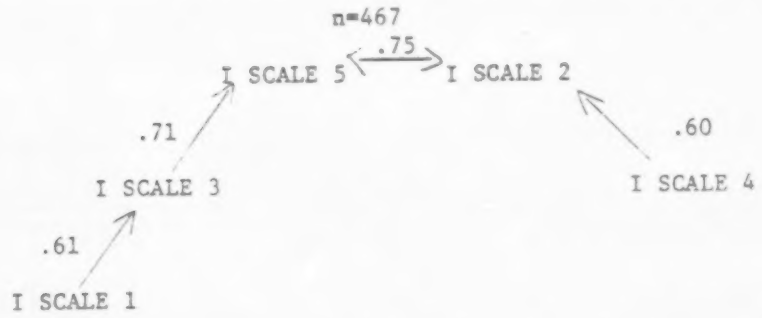
1. trusting/suspicious, 2. interested/bored, 3. willing to talk about himself/unwilling to talk, 4. answered questions directly/gave vague wandering answers, 5. eager to continue session/not eager to continue session.

Interviewers could indicate any one of five points on the scale between these dichotomies.

The Pearson matrix and subsequent linkage analysis did not identify any other clusters of items, as is shown in Figure 6 below.

FIGURE 6

CLUSTERS OF ITEMS ON THE INTERVIEWER ASSESSMENT OF OLDER RESPONDENTS



Since these items all clustered together, the new variable was created by adding together the individual items. This variable was labeled "Interviewer Assessment".

Through this process the 61 individual items were reduced to 16 concepts to be used as variables in further analysis. Also the total scale values which were the additives of the items in each scale were included as variables, that is, "total willingness score" "total aging score", "total older workers score", and so forth for each of the scales.

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